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Peace Support Operations Predeployment Survey:

Scale Reliability Analyses

Megan M. Thompson
Laura S. Smith

Defence R&D Canada – Toronto
Technical Report
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Author

M.M. Thompson

Approved by

R. Pigeau

Head, Command Effectiveness and Behaviour Section

Approved for release by

K. M. Sutton

Chair, Document Review and Library Committee

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Abstract

The present report summarizes psychometric analyses from a sample of 375 Canadian Forces personnel who were undergoing predeployment training for peace support missions. In order to establish the psychometric quality of the scales, reliability analyses, and in selected cases factor analyses, were conducted on the 25 scales of the Peace Support Operations Predeployment Survey. Results from these analyses were used to establish the dimensionality and the internal consistency of the scales and to provide a basis for recommendations for item reduction of selected scales. Only three of the 25 scales, the General Attitudes, Risk-Taking, and Belief in a Just World scales continue to require substantial modification.

Overall, the Predeployment Survey proved to be a reliable and useful measure for tapping issues relevant to Canadian Forces personnel. Future research with this data set will assist in answering important questions concerning the impact of individual differences on the experience of predeployment stress, as well as the use and efficacy of coping strategies during the predeployment phase of a mission. In addition, this data set represents the first phase of a longitudinal study. Thus, the psychometric results will aid in streamlining and refining future questionnaires to be used in this research initiative as well as answer questions concerning how predeployment stress and adaptation affects longer-term stress outcomes across the deployment cycle.

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Résumé

Le présent rapport résume les analyses psychométriques et les différences préliminaires observées entre les groupes à partir d'un échantillon de 375 membres du personnel des Forces canadiennes qui recevaient une formation préalable au déploiement pour des missions de soutien de la paix. Afin d'établir la qualité psychométrique des échelles de mesure, des analyses de fiabilité et dans certains cas des analyses des facteurs ont été menées sur les 25 échelles de mesures de l'enquête de pré-déploiement aux opérations de la paix. Trois seulement des 25 échelles de mesure, soit attitudes générales, prise de risques et croyance, qui comptaient parmi les échelles de mesure du monde juste, avaient besoin d'être modifiées de façon substantielle. Les résultats obtenus de ces analyses ont été utilisés pour établir la dimensionnalité et l'uniformité des échelles et servir de base aux recommandations visant la réduction des éléments de certaines échelles de mesure.

En général, le sondage pré-déploiement s'est avéré être un outil de mesure fiable et utile pour examiner des questions qui touchent le personnel des Forces canadiennes. Des recherches à venir utiliseront cet ensemble de données et contribueront à trouver des réponses à des questions importantes au sujet des répercussions des différences entre les individus sur le stress ressenti avant le déploiement, de même que sur l'utilisation et l'efficacité de stratégies d'adaptation durant la phase de pré-déploiement d'une mission. De plus, cet ensemble de données constitue la première phase d'une étude longitudinale. Les résultats des analyses psychométriques aideront ainsi à simplifier et à mettre au point les questionnaires à venir qui seront utilisés pour cette recherche de même qu'à répondre aux questions qui touchent la façon dont le stress et l'adaptation avant le déploiement affectent les résultats du stress à long terme au cours du cycle de déploiement.

Executive summary

The present report summarizes psychometric analyses of scale data collected from 375 Canadian Forces personnel who were undergoing predeployment training for peace support missions. The predeployment sample consisted of 305 male and 70 female Canadian Forces personnel whose ages ranged from 18 to 55 years (mean age of 37.14 years). Respondents had served from one to 38 years in the military, with a mean service time of 16.88 years, and included 316 regular force personnel, and 59 reservists. Two hundred and twenty-nine of the respondents were Army, 111 were Air, and 35 were Navy. This was the first peacekeeping tour for 184 of the respondents, while 186 had been on at least one prior peacekeeping mission. Of those who had been on peacekeeping missions, the number of missions ranged from one to five, with a mean number of 1.75.

Reliability analyses, including Cronbach's alpha and item-total correlations were performed on all 25 scales of the Peace Support Operations Predeployment Survey to determine the psychometric soundness of each scale and, where necessary, make recommendations for item reduction. Results showed that the majority of the scales had good to excellent reliability, with only three of the 25 scales, the General Attitudes, Risk-Taking, and Belief in a Just World scales, continue to require item modification.

In general, the Predeployment Survey proved to be a reliable and useful measure for tapping issues relevant to Canadian Forces personnel. Future research with this data set will assist in answering important questions concerning the impact of individual differences on the experience of predeployment stress, as well as the use and efficacy of coping strategies during the predeployment phase of a mission. In addition, this data set represents the first phase of a longitudinal study. Thus, the psychometric results will aid in streamlining and refining future questionnaires to be used in this research initiative as well as answer questions concerning how predeployment stress and adaptation affects longer-term stress outcomes across the deployment cycle.

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Sommaire

Le présent rapport résume les analyses psychométriques et les différences préliminaires observées entre les groupes à partir d'un échantillon de 375 membres du personnel des Forces canadiennes qui recevaient une formation préalable au déploiement pour des missions de soutien de la paix. L'échantillon pré-déploiement était constitué de 305 hommes et de 70 femmes du personnel des Forces canadiennes âgés de 18 à 55 ans (l'âge moyen était de 37,14 ans). Les répondants avaient servi de un à 38 ans dans les Forces canadiennes, la durée moyenne du service étant de 16,88 ans, et 316 d'entre eux étaient des membres de la Force régulière, tandis que 59 étaient des réservistes. Deux cent vingt-neuf des répondants appartenaient à l'Armée de terre, 111 à l'Armée de l'air et 35 à la Marine. C'était la première opération de maintien de la paix pour 184 des répondants, tandis que 186 avaient déjà participé à au moins une opération de maintien de la paix. Dans ce dernier groupe, le nombre de missions variait de une à cinq et la moyenne était de 1,75.

Des analyses de fiabilité, notamment le coefficient alpha de Cronbach et l'examen des corrélations élément-total, ont été réalisées pour chacune des 25 échelles de mesure du sondage préalable au déploiement pour des opérations de soutien de la paix afin de déterminer la validité psychométrique de chaque échelle et, au besoin, de faire des recommandations pour la réduction des éléments. Les résultats ont montré que la fiabilité de la plupart des échelles de mesure variait de bonne à excellente, et que des éléments devaient être modifiés dans seulement trois des 25 échelles de mesure, soit celles ayant trait à l'attitude générale, à la prise de risques et à la croyance en un monde juste.

En général, le sondage pré-déploiement s'est avéré être un outil de mesure fiable et utile pour examiner des questions qui touchent le personnel des Forces canadiennes. Des recherches à venir utiliseront cet ensemble de données et contribueront à trouver des réponses à des questions importantes au sujet des répercussions des différences entre les individus sur le stress ressenti avant le déploiement, de même que sur l'utilisation et l'efficacité de stratégies d'adaptation durant la phase de pré-déploiement d'une mission. De plus, cet ensemble de données constitue la première phase d'une étude longitudinale. Les résultats des analyses psychométriques aideront ainsi à simplifier et à mettre au point les questionnaires à venir qui seront utilisés pour cette recherche de même qu'à répondre aux questions qui touchent la façon dont le stress et l'adaptation avant le déploiement affectent les résultats du stress à long terme au cours du cycle de déploiement.

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Introduction

Background

Thompson & Gignac[1] recently developed a conceptual model of psychological adaptation to peace support operations. Based upon the literature and relying heavily on the input of Canadian Forces military personnel with peacekeeping experience, the goal of the model is to develop a general conceptual model that aids in generating hypotheses for future research and that illuminates the factors and processes that contribute to adaptation at each phase of a peace support operation. As Figure 1 indicates, the model includes three levels of variables hypothesized to affect peace support operations: individual variables, interpersonal or social factors, and organizational variables and encompasses the predeployment, deployment and post-deployment phases of a mission. Although each phase of the deployment cycle is addressed, the predeployment phase is a particular focus of the model. Although the peacekeeping literature has devoted itself to the exploration of the range and intensity of stressors during and after a deployment, it has largely overlooked the predeployment phase of peacekeeping operations.

Insert Figure 1 about Here

The model reflects recent military research on deployment stress and integrates it with seminal social psychological theories detailing the impact of appraisal processes on stress and coping phenomena. Two levels of appraisals are of particular interest: appraisals tied to aspects of the immediate situation, as well as relatively enduring individual differences in ways of appraising and responding to experiences. Together these appraisals are assumed to be important to individuals' adaptational resources that influence coping efforts and stress related outcomes. It is beyond the scope of the present report to detail each aspect of the adaptation model. Interested readers may refer to Thompson and Gignac[1] for a more detailed description of the model and specific hypotheses.

The Predeployment Survey

As a first stage in this program of research a questionnaire was constructed assessing the important aspects detailed in the predeployment phase of the adaptation model. The Predeployment Survey, presented in Appendix 1, is a 19-page measure that is organized into three general sections: Biographical Information, Peace Support Operations and Military Information, and General Background Information. Reported here are psychometric properties of 25 scales included in that questionnaire.

Empirically validated scales that reflect the psychological dimensions of the adaptation model were used whenever possible, but in some cases scales were constructed to reflect dimensions that were not represented in established scales. The present report summarizes preliminary analyses of this data. In particular, we wished to establish the psychometric quality of each of the measures included in the predeployment questionnaire. These analyses are undertaken in the development of new scales, but are also used to ensure the psychometric value of

established measures as they are being administered to military samples that may differ from the university samples on which the measures were originally developed.

Specifically, a series of reliability analyses were conducted in order to assess the psychometric properties of 25 scales contained in the Predeployment Survey and to facilitate item refinement of subsequent deployment questionnaires. Reliability analysis is used to verify that all the items on a scale measure the same construct or phenomenon[2]. In reliability analyses, achieving a high Cronbach's alpha value (i.e., a value reflecting the overall internal consistency of the scale) and high values on item-total correlations (i.e. measuring the relation of each item to the total scale), are particularly important.

In selected cases, scale refinement techniques were initiated to eliminate items that reduced the reliability of the scale, and in certain cases to reduce the length of scales without sacrificing the internal consistency of the scale. These techniques involve reviewing the face validity of items, item means and standard deviations, as well as alpha-if-item-deleted indices. Particularly poor items were eliminated and the remaining items for that scale were subjected to a second round of reliability analyses. In cases where the objective was to reduce the number of items in a scale, rather than identifying poor items, item selection procedures focused on elimination of redundant items.

The scope of this report is restricted to selected measures from within the Predeployment phase of the adaptation model, specifically to measures from the Predeployment Survey that are amenable to reliability analyses. In particular, scales must have more than two items and be expected to assess one psychological construct. Thus, demographic questions, and questions that are not expected to reflect a single underlying psychological dimension, are not addressed in this report.

In order to reduce redundancy in this report short descriptions of each scale are provided in the results section prior to summarizing their psychometric properties. Corresponding tables present the reliability analysis associated with each measure and any revisions of the scales. Note that the order of presentation of scales in the results section is grouped according to general classes of variables outlined in the adaptation model: Individual Differences in Psychological Resiliency, Enabling/Impedance Factors, representing attitudinal and motivational measures, and Stress Outcomes, rather than in the order in which the scales appear in the Predeployment Survey.

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Method

Respondents

Demographic characteristics of the are summarized in Table 1. The predeployment sample consisted of 305 male and 70 female Canadian Forces personnel whose ages ranged from 18 to 55 years, with a mean age of 37.14 years. Respondents had served from one to 38 years in the military, with a mean service time of 16.88 years, and included 316 regular force personnel, and 59 reservists. Two hundred and twenty-nine of the respondents were Army, 111 were Air, and 35 were Navy. A range of ranks was represented in the sample, although officers were underrepresented, numbering only 96. Two hundred and sixty-two of the respondents were married or common law status, 73 were single, 16 separated, 21 divorced, and three individuals were widowed. One hundred and thirty-two of the respondents had no children, and 243 had at least one child. The number of children ranged from one to six, with a mean number of two children. This was the first peacekeeping tour for 184 of the respondents, while 186 had been on at least one prior peacekeeping mission. Of those who had been on peacekeeping missions, the number of missions ranged from one to five, with a mean number of 1.75.

Procedure

Questionnaire administration.

Representatives of DRDC Toronto administered the Predeployment questionnaire to CF personnel during their training at the Peace Support Training Centre in Kingston, ON. The representative introduced herself and gave a brief introduction about DRDCToronto. She then described the purpose of the Stress and Coping Research Group and the deployment adaptation research initiative in particular. It was made clear to students that their participation in the study was completely voluntary and confidential, that the research initiative was independent of the PTSC. The experimenter then answered any questions students had about the research, the stress and coping group and/or DRDC Toronto. Interested students were able to pick up a copy of the questionnaire from the experimenter as they left the classroom. The questionnaire included a written cover page reiterating the purpose of the research and a consent form, as well as the package of scales (See Appendix A). Respondents were to complete the survey individually in their barracks room. Additional questions could be addressed via e-mail to the research assistant or to the principal experimenter (Dr. M. Thompson). Questionnaires could be returned to the DRDC Toronto representative the following day or returned throughout the course to a locked DRDC Toronto drop box located in the common room of the PSTC. Only the DRDC representative had a key to access the drop box.

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Results

I) Assessments of Psychological Resiliency

Individual differences are relatively enduring patterns of reactions and beliefs that affect the way experiences are appraised and acted upon.[3] These dispositional factors can act as important resources that influence people's appraisals and coping efforts, as well as facilitate the resolution of cognitive challenges of adaptation.[3,4] They can also affect more situation-specific expectations and appraisals. Past research confirms that certain individual differences are related to better psychological and physiological health outcomes.[5,6,7,8,9,10,11,12,13]. We explore several predispositions that may be important at the predeployment phase of a military deployment.

Life Orientation Scale –Revised (LOT-R)[14]

Dispositional optimism is a tendency to expect positive outcomes. Optimists report easier life transitions and respond more positively to stressful experiences[14,15,16,17]. The 7-item scale, provided in Table 2, was used to assess dispositional optimism. Items were answered on a 5-point scale, with 1=strongly disagree and 5=strongly agree. Corrected item-total correlations ranged from .27 (Item 5) to .69 (Item 4); Cronbach's alpha was .79.

Hardiness[18]

Psychological hardiness reflects an approach to stressful events characterized by feelings of challenge, rather than threat in response to the stress, feelings of control over outcome to the event, and feelings of commitment to successful outcomes. Past studies have shown that higher levels of psychological hardiness are associated with greater psychological and physical health outcomes in military environments[19,20,21,22]. Soldiers with higher hardiness scores are less likely to report Post-traumatic Stress Disorder (PTSD) symptoms. Hardiness also attenuates the relation between predeployment stressful events and subsequent deployment problems.[18]

The 11 items comprising the Hardiness scale (Table 3) were responded to on a 4-point scale (1=not at all true; 4=completely true). Corrected item-total correlations ranged from .04 (Item 3) to .63 (Item 10). Cronbach's alpha was .77. As shown in Table 3A, removal of Item 3 produced a 10-item scale with a Cronbach's alpha of .79 and corrected item-total correlations ranging from .31 (Item 4) to .64 (Item 10).

Mastery[23]

Mastery reflects a positive self-concept; specifically the belief that future positive outcomes depend primarily on the ability and hard work of the individual. Each of the seven items on the Mastery scale were answered on a 5-point scale where 1=strongly disagree and 5=strongly agree. Reliability analysis, the results of which are summarized in Table 4, revealed a Cronbach's alpha of .78. Corrected item-total correlations ranged from .42 (Item 6) to .61 (Item 3).

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The Big Five Factors of Personality[24]

Five scales comprise what is referred to as the 'Big Five" factors of personality. The items represented in the five factors are derived from factor analyses of natural language terms people use to describe themselves. Each dimension represents a broad category of behavior and summarizes a large number of trait terms. The Big Five dimensions of personality have been replicated in numerous studies and have been shown to be related to stress and coping outcomes in important ways. [25,26] Each personality dimension is described below before reliability results are summarized.

8-Item Extroversion[24]

Extroversion refers to an individual's tendency to be emotionally expressive and sociable. Extroversion was assessed using an 8-item scale shown in Table 5. Response options for each item ranged from 1=strongly disagree to 5=strongly agree. Cronbach's alpha was .84; corrected item-total correlations ranged from .39 (Item 3) to .69 (Item 5).

9-Item Extroversion

Table 6 summarizes the 9-item Extroversion scale, which includes all of the items from the Extroversion scale reported above, as well as one additional item: "Has many friends." Response options were 1=strongly disagree to 5=strongly agree. Corrected item-total correlations ranged from .42 (Item 3) to .69 (Item 8); Cronbach's alpha was .85.

Agreeableness[24]

Agreeableness reflects an individual's tendency to get along with others, and to be considerate, especially in terms of their criticism of others. Agreeableness tends to be associated with more positive social interactions, which are often related to more adaptive coping outcomes. Table 7 summarizes the properties of the 9-item Agreeableness scale. Each item was answered on a 5-point scale, in which 1=strongly disagree and 5=strongly agree. Cronbach's alpha was .77. Corrected item-total correlations ranged from .32 (Item 5) to .61 (Item 7).

Conscientiousness[24]

Conscientiousness refers to individuals' perception of self as dependable and careful in completing tasks. Conscientiousness has been shown to contribute to team effectiveness and may play a role in team-oriented contexts such as a military deployment. Conscientiousness was assessed using a 9-item scale (see Table 8), with each item answered on a 5-point scale (1=strongly disagree; 5=strongly agree). Corrected item-total correlations ranged from .44 (Item 4) to .55 (Item 7); Cronbach's alpha was .79.

Neuroticism[24]

Neuroticism refers to general emotional stability. There is a wealth of literature supporting the hypothesis that neurotic individuals tend to fare poorly in the face of

stress. Eight items were used to assess Neuroticism (Table 9). Each item was answered on a 5-point scale (1=strongly disagree; 5=strongly agree). Item 7 had the lowest corrected item-total correlation, at .40; the highest corrected item-total correlation was .61 (Items 2 and 3). The Cronbach's alpha was .79.

Openness to Experience[24]

The Openness to Experience subscale of the Big Five refers to individuals' tendency to embrace new experiences. Although there is not as much research exploring the effects of Openness to Experience, it is reasonable to assume that people who are open to experience may have more positive expectations concerning the upcoming deployment and to be coping more adaptively with the stress of the upcoming deployment. The 7-item Openness to Experience scale is presented in Table 10. Items were responded to on a 5-point scale where 1=strongly disagree and 5=strongly agree. Corrected item-total correlations ranged from .25 (Item 5) to .57 (Item 1); Cronbach's alpha was somewhat low, although still acceptable, .71.

Beyond the 'Big Five'

Recently, there have been discussions that the traditional Big Five may not adequately reflect all of the important dimensions of personality.[27] Hence we added items to the standard 'Big Five' dimensions, that reflected two additional traits that may be important to coping with deployment stress: Humor and Risk-Taking.[27]

Humour[9]

Humor is often used as a coping mechanism in the face of stress.[9] This notion corroborates information from our previous focus group study. Humour was assessed using a 5-item scale, developed for this study, each answered on a 5-point scale where 1=strongly disagree and 5=strongly agree (Table 11). Cronbach's alpha was .85; corrected item-total correlations ranged from .52 (Item 2) to .75 (Item 1).

Risk-Taking[27]

The variable was included as peace support operations entail higher risks than in-garrison life. It is expected that those individuals more comfortable with risks may be more adaptable to the unfamiliar and higher risk activities associated with a peacekeeping mission. Risk-taking behaviour was assessed using a 4-item scale, developed for this study. Each item was to be answered on a 5-point scale where 1=strongly disagree and 5=strongly agree (Table 12). Cronbach's alpha was .56; corrected item-total correlations ranged from .27 (Item 2) to .46 (Item 1). Review of the item total correlations and alpha if item deleted values for each item indicated that elimination of any of the current items would not increase the reliability of this scale.

II. Assessment of Cognitive Styles

Cognitive Styles measures are designed to assess the ways in which people generally make decisions and reflect their tolerance for ambiguity. The effects of many cognitive style dimensions are particularly evident during periods of stress. Moreover, assessing the relation between cognitive styles and psychological adaptation with respect to peacekeeping may be particularly fruitful given the ambiguous situations often encountered by peacekeepers such as unclear or changing rules of engagement. We explore three cognitive style variables: Personal Need for Structure, Need for Cognition and the Belief in a Just World

Personal Need for Structure[28]

The Personal Need for Structure scale assesses individual differences in preference structure and clarity. Research shows that individuals high in PNS are typically less efficient decision-makers in complex situations, making decisions primarily based on initial information, often discounting conflicting information and invoking stereotypes.[29,30,31,32]

Table 13 summarizes the 12-item Personal Need for Structure scale. Each item was responded to on a 6-point scale where 1=strongly disagree and 6=strongly agree. Cronbach's alpha was .78; corrected item-total correlations ranged from .21 (Item 5) to .54 (Item 8).

Need for Cognition[33,34]

Individuals who are high in NFC seek out and enjoy cognitively demanding tasks. Past research has demonstrated that they produce complex explanations of behavior and are persuaded by rational rather than peripheral information.[35,36]

Need for Cognition was assessed through a 17-item scale (Table 14). Each item was accompanied by a 6-item response key, in which 1=strongly disagree and 6=strongly agree. Corrected item-total correlations ranged from .21 (Item 16) to .69 (Item 2). Cronbach's alpha was .88.

Belief in a Just World[37,38]

As suggested by the name, this scale reflects individual differences in the belief that the world is a just place, where good behavior is rewarded and bad behavior punished. A strong belief in a just world (BJW) is associated with less depression, less stress, and with greater life satisfaction and acceptance of negative experiences.[39,40]. However, high BJW individuals also tend to derogate innocent victims in order to maintain their beliefs.[39] These findings may have important implications for peacekeepers who are often confronted by seemingly senseless violence committed against innocent civilians.

Nine items, shown in Table 15, that were expected to assess Belief in a Just World were accompanied by a 6-point response key in which 1=disagree very much and 6=agree very much. Cronbach's alpha was .59 for this scale. Corrected item-total correlations ranged from .11 (Item 9) to .35 (Item 6). To produce a more reliable scale, Items 1, 2, 3, 8, and 9 were dropped, producing, as shown in Table 15A, a scale with a Cronbach's alpha of .67 and corrected item-total correlations ranging from .34 (Item 7) to .46 (Item 4).

III. Assessment of Enabling/Impedance Factors

The first set of measures presented here address attitudinal and motivational aspects of predeployment phase of the adaptation model. As such, this section includes expectation measures including perceived ability to plan for the deployment, perceptions of current coping ability, expectations concerning the upcoming deployment, deployment goals and perceived conflict regarding the upcoming deployment. Past research suggests that appraisals and expectations are directly linked to the intensity of stress reactions and coping efforts[41]. Negative expectations are associated with decreased positive affect and with less adaptive coping efforts (e.g., excessive drinking) [42, 43] However, people with overly positive or idealized expectations also may report psychological distress when the 'realities' of situations they experience become evident. [44,45] Thus, peacekeepers who hold largely positive, yet realistic, expectations of the upcoming tour, should fare better psychologically, relative to peacekeepers harboring negative expectations or apprehension about the deployment.

Deployment Planning

People often use planning as an anticipatory coping behavior to preempt, circumvent or reduce stress before it happens, including initiating behaviors to overcome, avoid, or minimize future problems.[46] For instance, in the context of peace support operations, augmentees have reported timing their mission so as to make their absence easier on their families.[47] However, the effects of the ability to plan have yet to be examined empirically.

Perceived ability to plan for deployment assessed through four questions that are provided in Table 16, which also summarizes the results of the scale reliability analysis. The questions were generated from a previous focus group study of Canadian Forces augmentees.[47] Each question was answered on a 4-point scale where 1=not at all and 4=completely. For the first two questions, which referred to spouse and children, there was a fifth option, "N/A." The mean inter-item correlation was .74, with corrected item-total correlations ranging from .69 (Item 3) to .86 (Items 1 and 2). Cronbach's alpha for the Deployment Planning scale was .92.

Because Deployment Planning comprised two family-related questions and two questions that did not refer to family, the scale was divided into two scales for the purposes of further analyses. Items 1 and 2 comprised the Deployment Planning (Family) scale and Items 3 and 4 comprised the Deployment Planning (Work and Personal) scale. Because each of these scales was reduced to 2 items, they were not amenable to further reliability analyses.

Coping – Predeployment/Current

A second scale assessed respondents perceived ability to cope with the stresses inherent in preparing for the deployment. The four items, comprising the Predeployment Coping scale, provided in Table 17, were generated based on responses in the focus group study. Each item was answered on a 5-point scale, with 1=strongly disagree, 3=neither agree nor disagree, and 5=strongly agree. Reliability analysis, the results of which are summarized in Table 2, revealed a Cronbach's alpha of .77, with corrected item-total correlations ranging from .52 (Items 1 and 2) to .62 (Item 4).

Coping – Future Deployment

The scale assessing perceived ability to cope with aspects of the future deployment was also generated from statements made by focus group participants and is also directed at assessing predeployment appraisals, that is soldiers expectations concerning their upcoming deployment. Table 18 lists the seven items comprising the Deployment Coping scale and summarizes the results of the scale reliability analysis. Questions were answered on a 5-point scale, where 1=not at all successfully and 5=very successfully. Corrected item-total correlations ranged from .51 (Item 7) to .67 (Item 4); Cronbach's alpha was .84.

General Military Concerns

A measure of General Military Concerns (see Table 19) was adopted from the Human Dimensions of Operations (HDO) Survey, developed by the Directorate of Human Resource Research and Evaluation (DHRRE).[48] Military concerns were assessed through a 16-item scale. Each item was answered on a 4-point scale (1=not at all; 4=extremely). Item 15, which referred to family, also had a "N/A" response option. Cronbach's alpha for this scale was .89, with corrected item-total correlations ranging from .40 (Item 16) to .64 (Item 14).

Deployment Concerns

A 14-item scale assessed Deployment Concerns. Items for this scale were generated from focus group responses as well as questions from the HDO Survey.[48] The items, shown in Table 20 along with a summary of the reliability analysis, were answered on a 4-point scale, with 1=not at all and 4=extremely. Items 5 and 6, which referred to family, each had a "N/A" response option. Cronbach's alpha for the Deployment Concerns scale was .89, with corrected item-total correlations ranging from .39 (Item 4) to .69 (Item 12).

Commitment to Canadian Forces/Peacekeeping[49]

Organizational commitment refers to the degree of investment in one's job and is also hypothesized to be a motivational factor affecting psychological adaptation. Among military personnel, perceptions of low organizational support are related to poor work cohesion and lower work satsifaction.[50] Commitment to the Canadian Forces was assessed through a scale composed of 16 items that were answered on a 5-point scale, where 1=strongly disagree and 5=strongly agree. This scale was adapted from the Organizational Commitment measures developed by Allen and Meyer[49], modified to be applicable to a military context. Each item, as well as a summary of the results of the reliability analysis for this scale, is provided in Table 21. Cronbach's alpha was .78, with corrected item-total correlations ranging from .15 (Item 5) to .66 (Item 12). Further reliability analyses, the results of which are summarized in Table 21A, were conducted on this scale with a view to limiting its length to 10 items while maintaining its reliability. The resultant 10-item scale has corrected item-total correlations ranging from .37 (Item 4) to .68 (Item 12) and a Cronbach's alpha of .84.

CF Attitudes to Me[51,52]

We also assessed individuals' assessment of how the Canadian military views and treats individual soldiers. Past research has shown that organizational-level perceptions such as these can impact on soldiers' morale and adaptation.[51, 52] For instance, perceived positive leadership practices toward individual soldiers like listening to subordinates' problems and

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maintaining professionalism relate to higher unit morale and cohesion and greater individual morale and positive military values.[52,53]

A 16-item scale was used to assess respondents' perceptions of the Canadian Forces' attitudes toward them. The items of this scale reflect focus group participants' sentiments as well as selected items from the HDO Survey. The response key ranged from 1=strongly disagree to 5=strongly agree. Table 22 lists each item and summarizes the results of the reliability analysis. Cronbach's alpha was .93, with corrected item-total correlations ranging from .47 (Item 2) to .79 (Item 13). Additional iterations of the reliability analysis were carried out in order to reduce the number of items on the scale to 10. The resultant scale, summarized in Table 21A, has a Cronbach's alpha of .92 and corrected item-total correlations ranging from .64 (Item 5) to .77 (Item 13).

General Military Attitudes[48]

The General Military Attitudes from the HDO survey was also included in the Predeployment Survey. Table 23 lists 12 items intended to assess General Attitudes. Each item was answered on a 5-point scale, where 1=strongly disagree and 5=strongly agree. The scale was not reliable, with an average inter-item correlation of .01, several items with negative corrected item-total correlations (Items 1, 6, 8, and 11), one item with a corrected item-total correlation of .00 (Item 12), and a high corrected item-total correlation of .19 (Items 3 and 5). Cronbach's alpha was .14. As a result, only two items, which refer explicitly to the to the experiences of augmentees, will be retained. As shown in Table 23A, the correlation between these two items is .47.

Simultaneous Ambivalence[54,55]

Ambivalence refers to feelings or beliefs that are in conflict with each other. Not surprisingly, ambivalent attitudes are shown to be changeable based on temporary situational factors that prime positive or negative aspects of the conflicted attitude and also are associated with lower correlations between expressed attitudes and resultant behaviour.[54] In the present context, ambivalence is hypothesized to be related to lower motivation to deploy, and thus also to poorer adaptational outcomes. Six items comprising the Simultaneous Ambivalence scale, adapted from Jamieson [55], assess individual's degree of conflicted feelings and beliefs about the upcoming deployment (see Table 24). Each item was responded to on a 7-point scale, where -3=strongly disagree, 0=neither agree nor disagree, and 3=strongly agree. Cronbach's alpha for this scale was .81; corrected item-total correlations ranged from .33 (Item 1) to .75 (Item 3).

IV. Assessment of Stressors

Military Stressors[48]

The Military Stressors scale is composed of 21 items that describe tragic or life-threatening incidents. This measure was also taken from the HDO survey. The military stressors measure is included in the predeployment survey in order to provide a baseline measure of stress among military augmentees. Respondents were asked to indicate, using a response key

ranging from 0 (never) to 3 (4 or more times), the number of times they had experienced each event. Table 25 lists each event and summarizes the results of the reliability analysis of this scale. Corrected item-total correlations ranged from .11 (Item 16) to .63 (Items 10 and 13), yielding a Cronbach's alpha of .86. The omission of Item 16, "being sexually assaulted," yields a 20-item scale, shown in Table 25A, with a Cronbach's alpha of .87 and corrected item-total correlations ranging from .26 (Item 18) to .64 (Item 13).

V. Assessment of Stress Outcomes

SIGNS [48, 56]

The SIGNS Profile was used to assess psychological well-being. The SIGNS contains a subset of items from the Hopkins Symptom Checklist [56] and measures four aspects of well-being: Depression-withdrawal; Hyper-alertness, Generalized Anxiety; and Somatic Complaints. The SIGNS scale is composed of 37 items that are responded to on a 4-point scale which ranges from 0=never to 3=very often. Because the factor structure of the SIGNS tends to vary, and because of the high correlations among the subscales, we have chosen to use only the total SIGNS score as an overall index of psychological well-being. As shown in Table 26, this scale had a Cronbach's alpha of .89, with item total correlations ranging from .08 to .60. However, a review of item statistics reveals very low values for Items 25 and 26. The exclusion of Items 25 and 26 (Table 26A) yields a scale with a Cronbach's alpha of .89 and corrected item-total correlations ranging from .22 (Item 1) to .61 (Items 7 and 13).

Summary and conclusions

Overall the results of these analyses were quite encouraging with respect to the reliability of the 25 measures comprising the Predeployment Surveys. In general, Cronbach's alphas, the primary indicator of a measures internal consistency, yielded good to excellent values. Of the 25 scales, only three require further scale refinement procedures: the General Military Attitudes, Risk-Taking, and Belief in a Just World scales. Item values associated with the General Military Attitudes measure indicated that a single construct was not being measured. Due to these low values, no further manipulation of the present items to increase overall scale reliability was possible. The revised Belief in a Just World scale also continued to produce a fairly low Cronbach's alpha value after item refinement procedures. Similarly, the items forming the Risk-Taking measure continued to yield a poor reliability, even after scale refinement techniques were applied. Thus, the items reflecting used in these measures require substantive modification and pretesting before the measure is in a format suitable to hypothesis testing in a military sample.

Overall however, these analyses speak to the psychometric quality of the majority of these measures when applied to a military sample. This means we can have greater confidence in the validity of results of future multivariate analyses to test specific hypotheses of the Deployment Adaptation Model. Moreover, these results have been used to refine and reduce the number of scales in the Deployment Survey, the second phase of this program of research to assess psychological adaptation of Canadian Forces soldiers deploying in peace support operations.

***Table 1**: Frequencies/Descriptives of demographic variables for the predeployment sample*

VARIABLE		N OR MEAN	% OR STANDARD DEVIATION
AGE		37.14	7 31
YEARS OF SERVICE		17 33	8.54
MONTHS SINCE LAST DEPLOYMENT		63 97	65 19
RANK	Pte/AB	3	8
	Cpl/LS	103	27.4
	MCpl/MS	73	19.4
	Sgt/PO2	60	16 0
	WO/PO1	20	5 3
	MWO/CPO2	14	3.7
	CWO/CPO1	5	1 3
	Lt/SLt	3	.8
	Capt/Lt(N)	55	14 6
	Maj/LCdr	26	6.9
	LCol/Cdr	9	2 4
	Col/Capt(N)	3	8
GENDER	male	305	81.1
	female	70	18 6
MARITAL STATUS	Single	73	19 4
	Married/Common Law	262	69 7
	Separated	16	4 3
	Divorced	21	5.6
	Widowed	3	8
NUMBER OF CHILDREN	0	7	1.9
	1	60	16.0
	2	118	31 4
	3	47	12 5
	4	9	2.4
	5	2	5
	6	1	3
	7	1	3
REGULAR OR RESERVE	Regular	316	84 0
	Reserve	59	15.7
ELEMENTAL COMMAND	Navy	35	9.3
	Army	229	60 9
	Air	111	29 5
NUMBER OF PRIOR PSOPS	0	184	50 4
	1	93	25.6
	2	54	14 9
	3	18	05
	4	12	033
	5	2	006

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Table 2: *Reliability analysis of the 7-Item Dispositional Optimism scale*

(N=360)

		Item Mean	Item Std. Dev.	Item-Total Correlation	Alpha if Item Deleted
1.	In uncertain times, I usually expect the best.	3.52	0.81	.40	.79
2.	If something can go wrong for me, it will.*	3.47	0.92	.59	.75
3.	I'm always optimistic about my future.	3.80	0.76	.51	.77
4.	I hardly ever expect things to go my way.*	3.62	0.88	.69	.73
5.	I don't get upset easily.	3.63	0.91	.27	.81
6.	I rarely count on good things happening to me. *	3.51	0.88	.60	.75
7.	Overall, I expect more good things to happen to me than bad.	3.87	0.79	.59	.75
Cronbach alpha: .79 **Standardized alpha: .79** **Average inter-item correlation: .35** *** reverse-coded items**					

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Table 3: *Reliability analysis of the 11-Item Hardiness scale*

(N=365)

		ITEM MEAN	ITEM STD. DEV.	ITEM-TOTAL Correlation	ALPHA IF ITEM DELETED
1.	Most of my life gets spent doing things that are worthwhile.	2.80	0.65	.38	.75
2.	Planning ahead can help avoid most future problems.	3.15	0.64	.32	.76
3.	I don't like to make changes in my everyday schedule.*	3.15	0.69	.04	.79
4.	Changes in routine are interesting to me.	2.66	0.76	.37	.75
5.	By working hard, you can always achieve your goals.	2.98	0.80	.47	.74
6.	I really look forward to my work.	2.85	0.74	.47	.74
7.	If I'm working on a difficult task I know when to seek help.	3.20	0.62	.42	.75
8.	Trying your best at work really pays off in the end.	2.88	0.83	.49	.74
9.	I know that I can overcome whatever difficulties I am faced with.	3.02	0.63	.54	.73
10.	Most days I enjoy the challenges that life puts my way.	2.98	0.60	.63	.72
11.	When I make plans I'm certain I can make them work.	2.93	0.61	.50	.74
CRONBACH ALPHA: .77 **STANDARDIZED ALPHA: .77** **AVERAGE INTER-ITEM CORRELATION: .23** *** REVERSE-CODED ITEM**					

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***Table 3A**: Reliability analysis of the 10-Item Hardiness scale*

(N=365)

		Item Mean	Item Std. Dev.	Item-Total Correlation	Alpha if Item Deleted
1.	Most of my life gets spent doing things that are worthwhile.	2.80	0.65	.41	.78
2.	Planning ahead can help avoid most future problems.	3.15	0.64	.36	.78
3.	I don't like to make changes in my everyday schedule.*	Item dropped			
4.	Changes in routine are interesting to me.	2.66	0.76	.31	.79
5.	By working hard, you can always achieve your goals.	2.98	0.80	.49	.77
6.	I really look forward to my work.	2.85	0.74	.48	.77
7.	If I'm working on a difficult task I know when to seek help.	3.20	0.62	.43	.78
8.	Trying your best at work really pays off in the end.	2.88	0.83	.50	.77
9.	I know that I can overcome whatever difficulties I am faced with.	3.02	0.63	.55	.76
10.	Most days I enjoy the challenges that life puts my way.	2.98	0.60	.64	.75
11.	When I make plans I'm certain I can make them work.	2.93	0.61	.52	.77

Cronbach alpha: .79
Standardized alpha: .80
Average inter-item correlation: .28
*** reverse-coded item**

Table 4: Reliability analysis of the 7-item Mastery scale

(N=369)

		Item Mean	Item Std. Dev.	Item-Total Correlation	Alpha if Item Deleted
1.	I have little control over the things that happen to me.*	3.88	0.81	.53	.76
2.	There is really no way I can solve some of the problems I have.*	4.05	0.82	.57	.75
3.	There is little I can do to change many of the important things in my life.*	4.12	0.72	.61	.74
4.	I often feel helpless in dealing with the problems of life.*	4.12	0.79	.53	.76
5.	Sometimes I feel that I am being pushed around in life.*	3.78	0.97	.49	.77
6.	What happens to me in the future mostly depends on me.	4.15	0.81	.42	.78
7.	I can do just about anything I really set my mind to do.	4.25	0.70	.46	.77
Cronbach alpha: .78 **Standardized alpha: .79** **Average inter-item correlation: .35** *** reverse-coded items**					

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Table 5: Reliability analysis of the 8-Item Extroversion scale

(N=362)

		Item Mean	Item Std. Dev.	Item-Total Correlation	Alpha if Item Deleted
1.	Is talkative.	3.30	1.08	.59	.82
2.	Is reserved.*	2.91	1.07	.62	.82
3.	Is full of energy.	3.77	0.77	.39	.84
4.	Generates a lot of enthusiasm.	3.67	0.78	.57	.83
5.	Tends to be quiet.*	2.88	1.07	.69	.81
6.	Has an assertive personality.	3.53	0.89	.54	.83
7.	Is sometimes shy, inhibited.*	2.90	1.03	.55	.83
8.	Is outgoing, sociable.	3.65	0.90	.66	.81
Cronbach alpha: .84 **Standardized alpha: .84** **Average inter-item correlation: .40** *** reverse-coded items**					

Table 6: Reliability analysis of the 9-Item Modified Extroversion scale

(N=362)

		Item Mean	Item Std. Dev.	Item-Total Correlation	Alpha if Item Deleted
1.	Is talkative.	3.30	1.08	.59	.84
2.	Is reserved.*	2.91	1.07	.61	.84
3.	Is full of energy.	3.77	0.77	.42	.85
4.	Generates a lot of enthusiasm.	3.67	0.78	.60	.84
5.	Tends to be quiet.*	2.88	1.07	.68	.83
6.	Has an assertive personality.	3.53	0.89	.54	.84
7.	Is sometimes shy, inhibited.*	2.90	1.03	.54	.84
8.	Is outgoing, sociable.	3.65	0.90	.69	.83
9.	Has many friends.	3.65	0.97	.55	.84
Cronbach alpha: .85 **Standardized alpha: .86** **Average inter-item correlation: .40** *** reverse-coded items**					

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Table 7: Reliability analysis of the 9-Item Agreeableness scale

(N=363)

		Item Mean	Item Std. Dev.	Item-Total Correlation	Alpha if Item Deleted
1.	Tends to find fault with others.*	3.39	0.90	.37	.76
2.	Is helpful and unselfish with others.	4.10	0.63	.45	.75
3.	Starts quarrels with others.*	4.25	0.70	.43	.75
4.	Has a forgiving nature.	3.91	0.78	.45	.75
5.	Is generally trusting.	4.08	0.70	.32	.76
6.	Can be cold and aloof.*	3.45	1.01	.46	.75
7.	Is considerate and kind to almost everyone.	4.04	0.71	.61	.73
8.	Is sometimes rude to others.*	3.66	0.95	.57	.73
9.	Likes to cooperate with others.	4.14	0.56	.47	.75

Cronbach alpha: .77
Standardized alpha: .78
Average inter-item correlation: .28
*** reverse-coded items**

Table 8: Reliability analysis of the 9-Item Conscientiousness scale

(N=361)

		Item Mean	Item Std. Dev.	Item-Total Correlation	Alpha if Item Deleted
1.	Does a thorough job.	4.19	0.64	.51	.76
2.	Can be somewhat careless.*	3.66	0.95	.48	.77
3.	Is a reliable worker.	4.51	0.53	.50	.77
4.	Tends to be disorganized.*	3.80	0.90	.44	.78
5.	Tends to be lazy.*	4.04	0.85	.48	.77
6.	Perseveres until the task is finished.	4.09	0.70	.49	.77
7.	Does things efficiently.	4.08	0.59	.55	.76
8.	Makes plans and follows through with them.	3.90	0.67	.50	.77
9.	Is easily distracted.*	3.45	0.86	.45	.77

Cronbach alpha: .79
Standardized alpha: .80
Average inter-item correlation: .31
*** reverse-coded items**

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***Table 9**: Reliability analysis of the 8-Item Neuroticism scale*

(N=366)

		Item Mean	Item Std. Dev.	Item-Total Correlation	Alpha if Item Deleted
1.	Is depressed, blue.	1.78	0.73	.45	.78
2.	Is relaxed, handles stress well.*	2.13	0.82	.61	.75
3.	Can be tense.	2.90	1.03	.61	.75
4.	Worries a lot.	2.63	1.02	.55	.76
5.	Is emotionally stable.*	1.83	0.65	.42	.78
6.	Can be moody.	2.84	0.98	.43	.78
7.	Remains calm in tense situations.*	2.06	0.60	.40	.78
8.	Gets nervous easily.	2.36	0.90	.54	.76
Cronbach alpha: .79 **Standardized alpha: .79** **Average inter-item correlation: .32** *** reverse-coded items**					

***Table 10**: Reliability analysis of the 7-Item Openness to Experience scale*

(N=364)

		Item Mean	Item Std. Dev.	Item-Total Correlation	Alpha if Item Deleted
1.	Is original, comes up with new ideas.	3.82	0.68	.57	.64
2.	Is curious about many different things.	4.20	0.67	.33	.69
3.	Is ingenious, a deep thinker.	3.44	0.85	.48	.66
4.	Is inventive.	3.66	0.84	.50	.65
5.	Prefers work that is routine.*	3.38	0.94	.25	.73
6.	Likes to reflect, play with ideas.	3.71	0.75	.43	.67
7.	Is open to new experiences.	4.20	0.58	.44	.67
Cronbach alpha: .71 **Standardized alpha: .72** **Average inter-item correlation: .27** *** reverse-coded items**					

Table 11: *Reliability analysis of the 5-Item Humour scale*

(N=366)

		ITEM MEAN	ITEM STD. DEV.	ITEM-TOTAL Correlation	ALPHA IF ITEM DELETED
1.	Has a good sense of humour.	4.26	0.61	.75	.79
2.	Can take a joke.	4.23	0.57	.52	.85
3.	Is humorous.	3.95	0.69	.69	.80
4.	Laughs a lot.	3.93	0.73	.65	.82
5.	Can find the humour in things.	4.13	0.54	.70	.81
CRONBACH ALPHA: .85 **STANDARDIZED ALPHA: .85** **AVERAGE INTER-ITEM CORRELATION: .53** *** REVERSE-CODED ITEMS**					

Table 12: *Reliability analysis of the 4-Item Risk-Taking scale*

(N=364)

		ITEM MEAN	ITEM STD. DEV.	ITEM-TOTAL Correlation	ALPHA IF ITEM DELETED
1.	Takes risks.	3.33	0.92	.46	.39
2.	Is adventurous.	3.90	0.71	.27	.54
3.	Can be reckless.	2.46	0.97	.35	.48
4.	Is cautious about most things.*	2.53	0.84	.31	.52
CRONBACH ALPHA: .56 **STANDARDIZED ALPHA: .56** **AVERAGE INTER-ITEM CORRELATION: .24** *** REVERSE-CODED ITEMS**					

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***Table 13**: Reliability analysis of the 12-Item Personal Need for Structure scale*

(N=362)

		ITEM MEAN	ITEM STD. DEV.	ITEM-TOTAL Correlation	ALPHA IF ITEM DELETED
1.	It upsets me to go into a situation without knowing what I can expect from it.	3.98	1.12	.45	.76
2.	I am bothered by things that disrupt my daily routine.	3.17	1.20	.40	76
3.	I enjoy having a clear and structured mode of life.	4.15	1.06	.53	.75
4.	I like a place for everything and everything in its place.	4.11	1.14	.27	.78
5.	I like being spontaneous.*	2.73	1.00	.21	.78
6.	I find that a well ordered life with regular hours makes my life boring.*	3.35	1.20	.27	.78
7.	I dislike situations that are uncertain.	3.65	1.05	.54	.75
8.	I dislike changing my plans at the last minute.	3.96	1.18	.52	.75
9.	I dislike being with people who are unpredictable.	3.84	1.12	.53	.75
10.	I find that a consistent routine enables me to enjoy life more.	3.77	1.04	.51	.75
11.	I enjoy the exhilaration of being put in unpredictable situations. *	3.33	1.15	.41	.76
12.	I become uncomfortable when the rules in a situation are not clear.	4.09	1.04	.36	.77
CRONBACH ALPHA: .78 **STANDARDIZED ALPHA: .78** **AVERAGE INTER-ITEM CORRELATION: .23** *** REVERSE-CODED ITEMS**					

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***Table 14**: Reliability analysis of the 17-Item Need for Cognition scale*

(N=347)

		ITEM MEAN	ITEM STD. DEV.	ITEM-TOTAL Correlation	ALPHA IF ITEM DELETED
1.	I would prefer complex problems to simple ones.	3.88	1.15	.60	.88
2.	I like to have the responsibility of handling a situation that requires a lot of thinking.	4.37	1.02	.69	.87
3.	Making important decisions is not my idea of fun.*	4.16	1.20	.58	.88
4.	I would rather do something that requires little thought than something that is sure to challenge my intellectual abilities.*	4.66	1.22	.64	.87
5.	I try to anticipate and avoid situations where there is the chance that I will have to think in depth about something.*	4.70	1.06	.66	.87
6.	I find satisfaction in thinking hard and for long hours.	3.81	1.18	.62	.87
7.	I only think as hard as I have to.*	4.09	1.27	.49	.88
8.	I would rather think about small, daily projects than long term ones.*	4.29	1.10	.46	.88
9.	I like tasks that require little thought once I've learned them.*	4.14	1.14	.47	.88
10.	The idea of relying on my intellect to succeed in my job appeals to me.	4.63	0.93	.56	.88
11.	I really enjoy a task that involves coming up with new solutions to problems.	4.82	0.91	.58	.88
12.	Learning new ways of thinking doesn't excite me very much.*	4.58	1.05	.60	.88
13.	I prefer my life to be filled with puzzles that I must solve.	3.80	1.10	.48	.88
14.	The notion of thinking abstractly is appealing to me.	3.92	1.05	.57	.88
15.	I would prefer a task that is intellectual, difficult, and important to one that is somewhat important but does not require much thought.	4.10	1.18	.51	.88
16.	It's enough for me that something gets the job done; I don't care how or why it works.*	4.47	1.17	.21	.89
17.	I usually end up thinking about issues even when they do not affect me personally.	4.21	0.98	.25	.89

CRONBACH ALPHA: .88
STANDARDIZED ALPHA: .89
AVERAGE INTER-ITEM CORRELATION: .31
*** REVERSE-CODED ITEMS**

Table 15: Reliability analysis of the 9-Item Belief in a Just World scale

(N=360)

		Item Mean	Item Std. Dev.	Item-Total Correlation	Alpha if Item deleted
1.	Good deeds often go unnoticed and unrewarded.*	3.32	1.36	.24	.57
2.	People who appear to get "lucky breaks" have usually earned their good fortune.	3.85	1.26	.24	.57
3.	I can contribute to making the world more fair.	4.34	1.03	.32	.55
4.	People who meet with misfortune often have brought it on themselves.	3.20	1.29	.29	.55
5.	Basically the world is a fair place.	3.31	1.34	.46	.50
6.	In general, people deserve what they get.	3.31	1.26	.35	.54
7.	Many people suffer through absolutely no fault of their own.*	2.70	1.30	.19	.58
8.	I can help make the world a better place.	4.38	1.02	.30	.56
9.	I hope for a world that is generally fair.	5.08	0.93	.11	.60

Cronbach alpha: .59
Standardized alpha: .59
Average inter-item correlation: .14
*** reverse-coded items**

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Table 15A: Reliability analysis of the 4-Item Revised Belief in a Just World scale

(N=363)

		Item Mean	Item Std. Dev.	Item-Total Correlation	Alpha if Item Deleted
1.	Good deeds often go unnoticed and unrewarded.*	Item dropped			
2.	People who appear to get "lucky breaks" have usually earned their good fortune.	Item dropped			
3.	I can contribute to making the world more fair.	Item dropped			
4.	People who meet with misfortune often have brought it on themselves.	3.20	1.29	.46	.59
5.	Basically the world is a fair place.	3.31	1.34	.41	.63
6.	In general, people deserve what they get.	3.31	1.26	.60	.50
7.	Many people suffer through absolutely no fault of their own.*	2.70	1.30	.34	.67
8.	I can help make the world a better place.	Item dropped			
9.	I hope for a world that is generally fair.	Item dropped			

Cronbach alpha: .67
Standardized alpha: .67
Average inter-item correlation: .34
*** reverse-coded items**

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Table 16: Reliability analysis of the 4-Item Deployment Planning scale

(N=206)

		Item Mean	Item Std. Dev.	Item-Total Correlation	Alpha if Item Deleted
1.	To what extent were you able to time or plan your mission to reduce its impact on your spouse?	2.48	0.97	.86	.87
2.	To what extent were you able to time or plan your mission to reduce its impact on your child/children?	2.39	0.93	.86	.87
3.	To what extent were you able to time or plan your mission to reduce its impact on your unit/co-workers?	2.18	1.09	.69	.94
4.	Overall, to what extent were you able to time or plan your mission to meet your own personal needs?	2.42	0.92	.84	.88
Cronbach alpha: .92 **Standardized alpha: .92** **Average inter-item correlation: .74**					

Table 17: Reliability analysis of the 4-Item Coping – Predeployment/Current scale

(N=369)

		Item Mean	Item Std. Dev.	Item-Total Correlation	Alpha if Item Deleted
1.	I am successfully able to prepare for my tasking in terms of making arrangements, completing the necessary forms, and getting the information I need.	3.95	0.87	.52	.74
2.	I am successfully preparing my family for my departure.	3.99	0.75	52	.73
3.	I am successfully completing the work and making the arrangements necessary for leaving my unit.	3.95	0.83	.61	.69
4.	I am successfully meeting my own personal needs to prepare for the deployment.	3.99	0.77	.62	.68
Cronbach alpha: .77 **Standardized alpha: .77** **Average inter-item correlation: .45**					

Table 18: Reliability analysis of the 7-Item Coping - Deployment/Future scale

(N=367)

		Item Mean	Item Std. Dev.	Item-Total Correlation	Alpha if Item Deleted
1.	Cope with the day to day issues and problems created by your job?	4.36	0.67	.61	.82
2.	Get along with your co-workers?	4.46	0.59	.54	.83
3.	Get along with your commanding officer?	4.23	0.68	.55	.82
4.	Cope with any threats to your personal safety?	4.12	0.72	.67	.81
5.	Cope with other stresses (e.g., seeing others hurt, seeing widespread destruction)?	3.99	0.75	.62	.81
6.	Cope with the environmental conditions (e.g., camp conditions, weather, etc.)?	4.20	0.69	.66	.81
7.	Cope with any family problems that arise?	3.91	0.79	.51	.83
Cronbach Alpha: .84 **Standardized Alpha: .84** **Average Inter-Item Correlation: .43**					

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Table 19: *Reliability analysis of the 16-Item General Military Concerns scale*

(N=338)

		Item Mean	Item Std. Dev.	Item-Total Correlation	Alpha if Item Deleted
1.	Conditions of service (e.g., pay, allowances).	2.39	1.03	.53	.88
2.	Administrative support.	2.48	0.96	.56	.88
3.	Career issues (e.g., promotion, postings).	2.12	1.09	.43	.88
4.	Training issues (e.g., relevance, repetition, amount).	2.15	0.92	.55	.88
5.	Problems with superiors.	1.52	0.77	.58	.88
6.	Your workload.	1.75	0.84	.54	.88
7.	Boredom while at work.	1.80	0.87	.41	.88
8.	Degree of control over your work tasks.	2.01	0.85	.59	.88
9.	Your ability to do your job.	1.70	0.95	.61	.88
10.	The ability of others you rely on to do their job.	2.00	0.87	.63	.88
11.	The quality of your personal military kit.	2.03	1.04	.50	.88
12.	The feedback you receive about your work.	1.93	0.95	.62	.88
13.	CF policies that impact on your work.	2.07	0.98	.61	.88
14.	Lack of cohesion among your work colleagues.	1.85	0.93	.64	.87
15.	Problems with or in your family.	1.83	0.91	.45	.88
16.	Level of support shown by those outside the CF (e.g., Canadian public, government).	2.20	1.00	.40	.88
Cronbach alpha: .89 **Standardized alpha: .89** **Average inter-item correlation: .33**					

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Table 20: Reliability analysis of the 14-Item Deployment Concerns scale

(N=333)

		Item Mean	Item Std. Dev.	Item-Total Correlation	Alpha if Item Deleted
1.	What your work role will be while on deployment (e.g., no time for a handover, different job than in Canada).	2.12	0.93	.56	.88
2.	Leadership concerns while on deployment (e.g , getting along with superiors).	1.80	0.84	.56	.88
3.	Policies and regulations in your unit about leave.	1.78	0.89	.53	.88
4.	Policies and regulations in your unit about alcohol consumption.	1.33	0.66	.39	.89
5.	Time spent away from your family due to service.	2.52	0.96	.48	.88
6.	The impact of deployment on your relationship with your family.	2.33	1.05	.52	.88
7.	Lack of privacy while on deployment.	1.93	0.89	.58	.88
8.	Mental or physical fatigue while on deployment.	1.76	0.76	.67	.88
9.	Harsh environmental conditions while on deployment (e.g., heat, cold, dust, noise).	1.73	0.75	.59	.88
10.	Threat of serious injury or death while on deployment.	2.06	0.81	.58	.88
11.	Double standards while on deployment (e.g., supply of equipment or rations, applying rules, receiving privileges).	1.77	0.90	.57	.88
12.	Standard of living conditions on deployment (e.g., food, sleeping quarters).	1.86	0.88	.69	.87
13.	Lack of recreation opportunities while on deployment.	1.76	0.85	.66	.88
14.	Risk of contracting a se ous disease while on deployment.	1.93	0.90	.57	.88
Cronbach Alpha: .89 **Standardized Alpha: .89** **Average Inter-Item Correlation: .37**					

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Table 21: Reliability analysis of the 16-Item Commitment to CF/Peacekeeping scale

(N=362)

		Item Mean	Item Std. Dev.	Item-Total Correlation	Alpha if Item Deleted
1.	I would be very happy to spend the rest of my career in the Canadian Forces.	3.89	1.04	.43	.76
2.	I would be happy to continue accepting peacekeeping tours for the duration of my military career.	3.67	1.13	.47	.76
3.	It would be very hard for me to leave the military right now, even if I wanted to.*	3.08	1.31	.12	.79
4.	I really feel as if the Canadian Forces' problems are my own.	2.55	1.09	.29	.77
5.	Too much in my life would be disrupted if I decided that I wanted to leave the military right now.*	2.89	1.28	.15	.79
6.	One of the major reasons I am going on a peacekeeping mission is that I believe the work is important.	3.86	0.86	53	.75
7.	One of the major reasons I am going on a peacekeeping mission is that I feel a sense of moral obligation.	3.37	1.02	.36	.77
8.	Right now, staying in the military is a matter of necessity as much as desire.*	3.12	1.17	.28	.77
9.	If I got an offer for a better job elsewhere I would not feel that it was right to leave the military.	2.60	1.06	.27	.77
10.	I feel that I have too few options to consider leaving the military.*	3.59	1.09	.31	.77
11.	I was taught to believe in the value of remaining loyal to the military.	3.31	0.99	.31	.77
12.	The Canadian Forces has a great deal of meaning to me.	3.83	0.92	.66	.74
13.	The role of peacekeeper has a great deal of meaning to me.	3.93	0.85	.52	.76
14.	I do not feel a strong sense of belonging to the Canadian Forces.*	3.85	1.03	.56	.75
15.	I do not think that spending my entire career in the military is sensible anymore.*	3.66	1.04	.47	.76
16.	Despite the discomforts (e.g., uncomfortable living conditions, being away from home), I intend to volunteer for future peacekeeping tours.	3.77	1.08	.44	.76

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CRONBACH ALPHA: .78
STANDARDIZED ALPHA: .79
AVERAGE INTER-ITEM CORRELATION: .19
* REVERSE-CODED ITEM

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***Table 21A**: Reliability analysis of the 10-Item Revised Commitment to CF/Peacekeeping scale*

(N=366)

		Item Mean	Item Std. Dev.	Item-Total Correlation	Alpha if Item Deleted
1.	I would be very happy to spend the rest of my career in the Canadian Forces.	3.89	1.04	.52	.82
2.	I would be happy to continue accepting peacekeeping tours for the duration of my military career.	3.67	1.13	.58	.82
3.	It would be very hard for me to leave the military right now, even if I wanted to.*	Item dropped			
4.	I really feel as if the Canadian Forces' problems are my own.	2.55	1.09	.37	.84
5.	Too much in my life would be disrupted if I decided that I wanted to leave the military right now.*	Item dropped			
6.	One of the major reasons I am going on a peacekeeping mission is that I believe the work is important.	3.86	0.86	.60	.82
7.	One of the major reasons I am going on a peacekeeping mission is that I feel a sense of moral obligation.	3.37	1.02	.44	.83
8.	Right now, staying in the military is a matter of necessity as much as desire.*	Item dropped			
9.	If I got an offer for a better job elsewhere I would not feel that it was right to leave the military.	Item dropped			
10.	I feel that I have too few options to consider leaving the military.*	Item dropped			
11.	I was taught to believe in the value of remaining loyal to the military.	Item dropped			
12.	The Canadian Forces has a great deal of meaning to me.	3.83	0.92	.68	81
13.	The role of peacekeeper has a great deal of meaning to me.	3.93	0.85	.56	.82
14.	I do not feel a strong sense of belonging to the Canadian Forces.*	3.85	1.03	.53	.82
15.	I do not think that spending my entire career in the military is sensible anymore.*	3.66	1.04	.54	.82
16.	Despite the discomforts (e.g., uncomfortable living conditions, being away from home), I intend to volunteer for future peacekeeping tours.	3.77	1.08	.54	.82

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CRONBACH ALPHA: .84
STANDARDIZED ALPHA: .84
AVERAGE INTER-ITEM CORRELATION: .35
* REVERSE-CODED ITEM

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Table 22: *Reliability analysis of the 16-Item CF Attitudes to Me scale*

(N=363)

		Item Mean	Item Std. Dev.	Item-Total Correlation	Alpha if Item Deleted
1.	The CF values my contribution to its performance.	3.28	0.96	.67	.92
2.	If the CF could hire someone to replace me at a lower salary it would do so.*	2.70	1.15	.47	93
3.	The CF fails to appreciate any extra effort from me.*	2.88	1.04	.72	.92
4.	The CF strongly considers my goals and values.	2.75	0.97	.61	.92
5.	The CF would ignore any complaint from me.*	3.34	0.94	.63	.92
6.	The CF disregards my best interests when it makes decisions that affect me.*	3.05	0.97	.66	.92
7.	Help is available from within the CF when I have a problem.	3.79	0.79	.54	.92
8.	The CF really cares about my well-being.	3.11	0.94	.75	.92
9.	Even if I did the best possible job, the CF would fail to notice.*	3.33	0.96	.69	.92
10.	The CF is willing to help when I need a special favour.	3.10	0.91	.52	.93
11.	The CF cares about my general work satisfaction.	3.06	0.90	.73	.92
12.	If given the opportunity the CF would take advantage of me.*	2.90	0.97	.54	.93
13.	The CF shows very little concern for me.*	3.25	0.89	.79	.92
14.	The CF cares about my opinions.	2.96	0.84	.68	.92
15.	The CF takes pride in my accomplishments at work.	3.01	0.87	.72	.92
16.	The CF tries to make my job as interesting as possible.	2.91	0.94	.57	.92

Cronbach alpha: .93
Standardized alpha: .93
Average inter-item correlation: .45
*** Reverse-coded item**

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Table 22A: Reliability analysis of the 10-Item Revised CF Attitudes to Me scale

(N=365)

		Item Mean	Item Std. Dev.	Item-Total Correlation	Alpha if Item Deleted
1.	The CF values my contribution to its performance.	3.28	0.96	.66	.91
2.	If the CF could hire someone to replace me at a lower salary it would do so.*	Item dropped			
3.	The CF fails to appreciate any extra effort from me.*	2.88	1.04	.72	.91
4.	The CF strongly considers my goals and values.	Item dropped			
5.	The CF would ignore any complaint from me.*	3.34	0.94	.64	.91
6.	The CF disregards my best interests when it makes decisions that affect me.*	3.05	0.97	.65	.92
7.	Help is available from within the CF when I have a problem.				
8.	The CF really cares about my well-being.	3.11	0.94	.74	91
9.	Even if I did the best possible job, the CF would fail to notice.*	3.33	0.96	.69	.91
10.	The CF is willing to help when I need a special favour.	Item dropped			
11.	The CF cares about my general work satisfaction.	3.06	0.90	.71	.91
12.	If given the opportunity the CF would take advantage of me.*	Item dropped			
13.	The CF shows very little concern for me.*	3.25	0.89	.77	.91
14.	The CF cares about my opinions.	2.96	0.84	.67	.91
15.	The CF takes pride in my accomplishments at work.	3.01	0.87	.71	.91
16.	The CF tries to make my job as interesting as possible.	Item dropped			

Cronbach alpha: .92
Standardized alpha: .92
Average inter-item correlation: .53
*** Reverse-coded item**

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Table 23: Reliability analysis of the 12-Item General Military Attitudes scale

(N=361)

		Item Mean	Item Std. Dev.	Item-Total Correlation	Alpha if Item Deleted
1.	Peacekeeping missions take the "fighting edge" away from soldiers.	2.32	0.90	-.10	.20
2.	In order to succeed in the CF people have to put their personal/family life second.*	3.16	1.04	.06	.12
3.	The CF gives out a message that people should not allow their personal/gamily responsibilities to interfere with work.*	2.94	0.96	.19	.05
4.	Augmentees get less military support than other CF personnel going on a deployment (e.g., battle groups).	3.16	1.04	.06	.12
5.	Augmentees attached to units on peacekeeping tours do not receive as complete training or preparation for their mission as other CF personnel.	2.94	0.96	.19	.05
6.	The CF are among the best-trained and most professional forces in the world.	3.85	0.93	-.02	.16
7.	The CF are among the best-equipped forces in the world.	2.08	1.00	.14	.07
8.	Many CF personnel are having to go on multiple peacekeeping missions because other military personnel are not taking their turn.	3.53	1.04	-.02	.17
9.	The CF generally sends its best trained and/or most qualified individuals on peacekeeping missions.	2.50	0.89	.16	.07
10.	Many CF personnel would like to deploy on a peacekeeping mission, but have not been given the opportunity.	3.66	0.95	.07	.11
11.	Commanding officers generally do not want to send their best personnel on peacekeeping missions.	2.87	0.85	-.02	.16
12.	The rules of engagement on a peacekeeping mission are too unclear.	2.54	0.84	.00	.15

Cronbach alpha: .14
Standardized alpha: .14
Average inter-item correlation: .01
*** Reverse-coded item**

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Table 23A: *Reliability analysis of the 2-Item Revised General Attitudes scale*

(N=366)

		Item Mean	Item Std. Dev.	Item-Total Correlation	Alpha if Item Deleted
1.	Peacekeeping missions take the "fighting edge" away from soldiers.	Item dropped			
2.	In order to succeed in the CF people have to put their personal/family life second.*	Item dropped			
3.	The CF gives out a message that people should not allow their personal/gamily responsibilities to interfere with work.*	Item dropped			
4.	Augmentees get less military support than other CF personnel going on a deployment (e.g., battle groups).	3.16	1.04	.47	-
5.	Augmentees attached to units on peacekeeping tours do not receive as complete training or preparation for their mission as other CF personnel.	2.94	0.96	.47	-
6.	The CF are among the best-trained and most professional forces in the world.	Item dropped			
7.	The CF are among the best-equipped forces in the world.	Item dropped			
8.	Many CF personnel are having to go on multiple peacekeeping missions because other military personnel are not taking their turn.	Item dropped			
9.	The CF generally sends its best trained and/or most qualified individuals on peacekeeping missions.	Item dropped			
10.	Many CF personnel would like to deploy on a peacekeeping mission, but have not been given the opportunity.	Item dropped			
11.	Commanding officers generally do not want to send their best personnel on peacekeeping missions.	Item dropped			
12.	The rules of engagement on a peacekeeping mission are too unclear.	Item dropped			

Cronbach alpha: .64
Standardized alpha: .64
Average inter-item correlation: .47
*** Reverse-coded item**

Table 24: *Reliability analysis of the 6-Item Simultaneous Ambivalence scale*

(N=372)

		Item Mean	Item Std. Dev.	Item-Total Correlation	Alpha if Item Deleted
1.	I don't feel strongly positive or negative about my upcoming peacekeeping deployment.	-0.87	1.67	.33	.83
2.	I don't feel torn about my upcoming peacekeeping deployment; my feelings are all consistent.*	-0.68	1.75	.47	.80
3.	I'm of two minds about my upcoming peacekeeping deployment; some aspects lead me to think that it is a good thing, and other aspects lead me to think that it is a bad thing.	-0.35	1.79	.75	.74
4.	I have strong mixed emotions both for and against my upcoming peacekeeping deployment, all at the same time.	-0.79	1.71	.69	75
5.	My gut feeling about my upcoming peacekeeping deployment lines up perfectly with what my mind tells me.*	-1.11	1.38	.57	.78
6.	My head and my heart are in disagreement about my upcoming peacekeeping deployment.	-1.03	1.69	.65	.76

Cronbach alpha: .81
Standardized alpha: .81
Average inter-item correlation: .42
*** reverse-coded item**

Table 25: *Reliability analysis of the 21-Item Military Stressors scale*

(N=358)

		Item Mean	Item Std. Dev.	Item-Total Correlation	Alpha if Item Deleted
1.	Armed combat.	0.18	0.61	.44	.86
2.	Being under direct fire (e.g., sniper).	0.19	0.59	.49	.86
3.	Being under indirect fire (e.g., shelling).	0.26	0.68	.33	.86
4.	You harming a person.	0.15	0.51	.37	.86
5.	Seeing abusive violence.	0.66	1.03	.60	.85
6.	Seeing a colleague die.	0.12	0.41	.33	.86
7.	Seeing multiple deaths.	0.32	0.81	.56	.85
8.	Seeing a person die.	0.46	0.84	.48	.86
9.	Handling bodies or body parts.	0.44	0.91	.50	.86
10.	Seeing serious injuries occur or treated.	0.86	1.11	.63	.85
11.	Seeing widespread destruction.	0.97	1.22	.49	.86
12.	Seeing widespread suffering.	0.70	1.11	.50	.86
13.	Being threatened with death.	0.36	0.76	.63	.85
14.	Being held hostage/captive.	0.05	0.29	.31	.86
15.	Being physically assaulted	0.30	0.70	.47	.86
16.	Being sexually assaulted.	0.06	0.37	.11	.87
17.	Being threatened with assault.	0.52	0.95	.59	.85
18.	Being seriously injured.	0.15	0.48	.27	.86
19.	Dangerous training conditions/incidents.	0.65	1.00	.43	.86
20.	Dangerous traffic incidents/road conditions.	1.21	1.21	.47	.86
21.	Assisting in a disaster (e.g., flood, plane crash).	0.62	0.85	.39	.86
Cronbach Alpha: .86 **Standardized Alpha: .86** **Average Inter-Item Correlation: .23**					

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Table 25A: *Reliability analysis of the 20-Item Revised Military Stressors scale*

(N=358)

		Item Mean	Item Std. Dev.	Item-Total Correlation	Alpha if Item Deleted
1.	Armed combat.	0.18	0.61	.44	.86
2.	Being under direct fire (e.g., sniper).	0.19	0.59	.49	.86
3.	Being under indirect fire (e.g., shelling).	0.26	0.68	.34	.86
4.	You harming a person.	0.15	0.51	.37	.86
5.	Seeing abusive violence.	0.66	1.03	.60	.85
6.	Seeing a colleague die.	0.12	0.41	.33	.86
7.	Seeing multiple deaths.	0.32	0.81	.56	.86
8.	Seeing a person die.	0.46	0.84	.48	.86
9.	Handling bodies or body parts.	0.44	0.91	.50	.86
10.	Seeing serious injuries occur or treated.	0.86	1.11	.63	.85
11.	Seeing widespread destruction.	0.97	1.22	.50	.86
12.	Seeing widespread suffering.	0.70	1.11	.51	.86
13.	Being threatened with death.	0.36	0.76	.64	.85
14.	Being held hostage/captive.	0.05	0.29	.31	.87
15.	Being physically assaulted	0.30	0.70	.46	.86
16.	Being sexually assaulted.	Item dropped			
17.	Being threatened with assault.	0.52	0.95	.59	.85
18.	Being seriously injured.	0.15	0.48	.26	.87
19.	Dangerous training conditions/incidents.	0.65	1.00	.43	.86
20.	Dangerous traffic incidents/road conditions.	1.21	1.21	.48	.86
21.	Assisting in a disaster (e.g., flood, plane crash).	0.62	0.85	.40	.86

Table 26: Reliability analysis of the 37-Item SIGNS scale

(N=353)

		Item Mean	Item Std. Dev.	Item-Total Correlation	Alpha if Item Deleted
1.	Common cold or flu	0.53	0.65	.22	.89
2.	Dizziness or faintness	0.14	0.40	.36	.89
3.	General aches or pains	1.05	0.93	.40	.89
4.	Sweating hands, feeling wet and clammy	0.20	0.56	.29	.89
5.	Headaches	0.94	0.85	.38	.89
6.	Muscle twitching or trembling	0.35	0.69	.43	.89
7.	Nervousness or tenseness	0.49	0.75	.60	.88
8.	Rapid heartbeat (when not exercising)	0.18	0.53	.46	.89
9.	Shortness of breath (when not exercising)	0.11	0.45	.26	.89
10.	Skin rashes or itching	0.30	0.64	.22	.89
11.	Upset stomach	0.56	0.84	.47	.89
12.	Trouble sleeping	0.84	0.92	.52	.88
13.	Feeling down or blue or depressed	0.36	0.61	.60	.88
14.	Difficulty concentrating	0.39	0.67	.58	.88
15.	Crying	0.18	0.47	.35	.89
16.	Changes in appetite	0.32	0.63	.58	.88
17.	Unintended changes in weight	0.17	0.51	.43	.89
18.	Taking medication to sleep or calm down	0.10	0.43	.39	.89
19.	Overly tired/lack of energy	0.67	0.82	.57	.88
20.	Loss of interest in previously enjoyed things such as t.v., news and friends	0.21	0.53	.54	.88
21.	Feeling life is pointless	0.06	0.28	.29	.89
22.	Feeling bored	0.52	0.76	.37	.89
23.	Minor accidents	0.14	0.40	.29	.89
24.	Beginning, increasing or resuming smoking	0.16	0.52	.08	.89
25.	Thoughts of ending your life	0.02	0.18	.08	.89
26.	Wanting to be alone	0.46	0.74	.45	.89
27.	Mental confusion	0.07	0.29	.48	.89
28.	Being jumpy/easily startled	0.17	0.50	.37	.89
29.	Being cranky/easily annoyed	0.60	0.75	.48	.89
30.	Bad dreams/nightmares	0.20	0.50	.35	.89
31.	Difficulty relating to others	0.13	0.39	.39	.89
32.	Loss of self-confidence	0.21	0.54	.52	.89
33.	Difficulty making decisions	0.17	0.47	.47	.89
34.	Feeling anxious or worried	0.46	0.71	.51	.88
35.	Pains in the heart or chest	0.12	0.40	.33	.89
36.	Feeling trapped or confined	0.10	0.36	.42	.89
37.	Increased or unusual arguments with loved ones	0.31	0.63	.37	.89
Cronbach Alpha: .89 **Standardized Alpha: .89** **Average Inter-Item Correlation: .18**					

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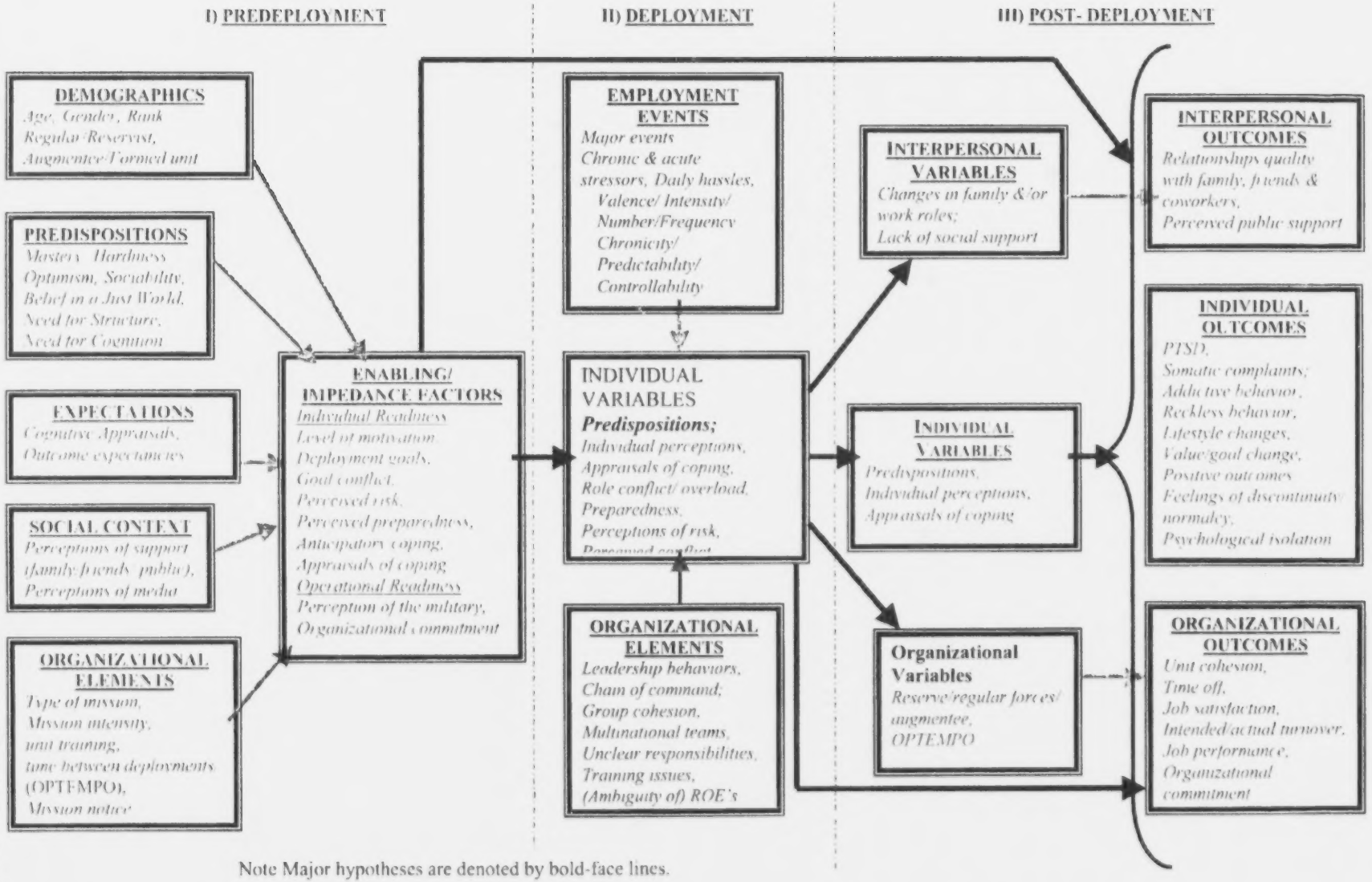
***Table 26A**: Reliability analysis of the 35-Item Revised SIGNS scale*

(N=353)

		Item Mean	Item Std. Dev.	Item-Total Correlation	Alpha if Item Deleted
1.	Common cold or flu	0.53	0.65	.22	.89
2.	Dizziness or faintness	0.14	0.40	.35	.89
3.	General aches or pains	1.05	0.93	.40	.89
4.	Sweating hands, feeling wet and clammy	0.20	0.56	.28	.89
5.	Headaches	0.94	0.85	.39	.89
6.	Muscle twitching or trembling	0.35	0.69	.43	.89
7.	Nervousness or tenseness	0.49	0.75	.61	.89
8.	Rapid heartbeat (when not exercising)	0.18	0.53	.47	.89
9.	Shortness of breath (when not exercising)	0.11	0.45	.26	.89
10.	Skin rashes or itching	0.30	0.64	.23	.89
11.	Upset stomach	0.56	0.84	.48	.89
12.	Trouble sleeping	0.84	0.92	.52	.89
13.	Feeling down or blue or depressed	0.36	0.61	.61	.89
14.	Difficulty concentrating	0.39	0.67	.58	.89
15.	Crying	0.18	0.47	.35	.89
16.	Changes in appetite	0.32	0.63	.58	.89
17.	Unintended changes in weight	0.17	0.51	.42	.89
18.	Taking medication to sleep or calm down	0.10	0.43	.40	.89
19.	Overly tired/lack of energy	0.67	0.82	.56	.89
20.	Loss of interest in previously enjoyed things such as t.v., news and friends	0.21	0.53	.54	.89
21.	Feeling life is pointless	0.06	0.28	.29	.89
22.	Feeling bored	0.52	0.76	.36	.89
23.	Minor accidents	0.14	0.40	.28	.89
24.	Beginning, increasing or resuming smoking	Item dropped			
25.	Thoughts of ending your life	Item dropped			
26.	Wanting to be alone	0.46	0.74	.44	.89
27.	Mental confusion	0.07	0.29	.48	.89
28.	Being jumpy/easily startled	0.17	0.50	.37	.89
29.	Being cranky/easily annoyed	0.60	0.75	.49	.89
30.	Bad dreams/nightmares	0.20	0.50	.35	.89
31.	Difficulty relating to others	0.13	0.39	.39	.89
32.	Loss of self-confidence	0.21	0.54	.53	.89
33.	Difficulty making decisions	0.17	0.47	.47	.89
34.	Feeling anxious or worried	0.46	0.71	.51	.89
35.	Pains in the heart or chest	0.12	0.40	.32	.89
36.	Feeling trapped or confined	0.10	0.36	.41	.89
37.	Increased or unusual arguments with loved ones	0.31	0.63	.37	.89
Cronbach alpha: .89 **Standardized alpha: .89** **Average inter-item correlation: .20**					

Figure 1. The Peacekeeping Adaptation Model



Note Major hypotheses are denoted by bold-face lines.

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Annexes

Take a moment to read this page carefully. Please feel free to take
this copy of the general information sheet and contact addresses with you

PEACE SUPPORT OPERATIONS SURVEY-GENERAL

INFORMATION SHEET

This study is part of an ongoing research program to look at the effects of peacekeeping duties on Canadian Forces personnel. We are coordinating this research effort with other researchers both nationally and internationally. We have also briefed the Daily Executive Meeting at NDHQ about this work, emphasizing its applications to training and policy development. We are collecting this data in order to provide all levels of the Canadian Forces with information about the impact that peace support operations have upon CF personnel and their families. We are here at the PSTC to ensure that the experiences of augmentees and reservists, groups that have been traditionally overlooked, are clearly represented when future policy is formulated. In order to do this research we need to hear from you. We realize that filling out a questionnaire like this is time consuming and hat you have other demands on your time, but this is a unique opportunity to make a difference. We appreciate your input.

This questionnaire is divided into different sections. We begin by asking you some basic biographical information. We then ask a variety of questions specifically concerning peace support operations and your attitudes about the military in general. We finish up by asking you to tell us a bit more about yourself, such as how you prefer to make decisions, how you would describe yourself, and how you see the world in general.

OCCASIONALLY SOME OF THE QUESTIONS MAY SEEM TO BE REPEATED. THE REASON FOR THIS IS THAT, IN ADDITION TO OUR OWN QUESTIONS, WE ALSO INCLUDE ITEMS DEVELOPED BY OTHER RESEARCHERS INTERESTED IN SIMILAR ISSUES. WE INCLUDE THEIR QUESTIONS IN ORDER TO COMPARE OUR FINDINGS WITH THEIR PRIOR RESULTS. IN OTHER CASES, SOME QUESTIONS MAY SEEM SIMILAR BUT HAVE A DIFFERENT EMPHASIS (E.G., ASKING HOW YOU THINK VERSUS FEEL ABOUT SOMETHING). ALTHOUGH A QUESTION MAY SEEM SIMILAR TO ONE THAT YOU HAVE ALREADY SEEN WE ASK THAT YOU COMPLETE EACH QUESTION.

There are no right or wrong answers to these questions. People may have differing views and we are interested in what your experiences are. Your answers are entirely confidential and your participation is completely voluntary. Your questionnaire will have a unique identification number and the data will be kept in Toronto. Only authorized researchers will have access to the data and only group results will be presented. The PSTC has given us permission to collect information here, we are a separate group, conducting research with the Command Group a the Defence and Civil Institute of Environmental Medicine in Toronto. You may end your participation at any time, and are free to skip any question that you do not wish to answer.

We appreciate your willingness to complete the survey. We ask you to be as honest as possible so that our data accurately reflects your experience and the things that are important to you.

If you have any questions concerning this study please do not hesitate to contact Dr. Megan Thompson at 416-635-2040 or via email at megan.thompson@dciem dnd.ca

WE ALSO WISH TO MAKE YOU AWARE OF THE CF RESOURCES AVAILABLE TO ASSIST PEOPLE CONCERNING ISSUES RELATED TO THEIR PEACEKEEPING EXPERIENCES. INDIVIDUALS SHOULD CONTACT THEIR FAMILY DOCTORS, OR THEIR LOCAL OPERATIONAL TRAUMA AND STRESS CENTRE (CONTACT INFORMATION LISTED BELOW) FOR FURTHER INFORMATION OR REFERRALS.

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HALIFAX CLINIC
Formation Health Services
Building WL7 Suite 216
P.O. Box 99000 Stn Forces
Halifax, NS B3K 5X5
(902) 427-0550 ext 1851 CSN 447-1815

CLINIQUE VALCARTIES
Bldg 109 P.O. 1000 Stn Forces
Courcellette, QC G0A 4Z0
(418) 844-5000 ext 7373 CSN 666-7373

OTTAWA CLINIC
National Defense Medical Centre
3rd Floor Specialist Clinic
1745 Alta Vista Drive
Ottawa, ON K1A 0K6
(613) 945-8062 ext 6644 CSN 849-8062 ext 6644

EDMONTON CLINIC
Building 201 2nd Floor
P.O. Box 10500 Stn Forces
Edmonton, AB T5T 4J5
(780) 973-4011 ext 5332 CSN 528-5332

ESQUIMALT CLINIC
Social Work Section
Formation Health Services
P.O. Box 17000 Stn Forces
Victoria, BC V9A 7N2
(250) 363-4411

Serving members who have a medical problem they feel is related to an operational deployment and whose medical diagnosis is not yet clear, can request a referral to a Postdeployment Health Clinic (located on the same bases as the Operational Stress Centre) by contacting your local medical facilities.

Once again, thank you for all of your help.

Sincerely,

Dr. M. M. Thompson
Research Psychologist
Command Group
Defence and Civil Institute of
Environmental Medicine

Dr. M. A. M. Gignac
Special Research Consultant
Command Group
Defence and Civil Institute of
Environmental Medicine

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PEACE SUPPORT OPERATIONS SURVEY-CONSENT FORM

DCIEM Human Ethics Committee Protocol Number (L-257)

Principal Investigator: Dr. Megan M. Thompson
Co-Investigator: Dr. Monique A.M. Gignac
Research Assistant: Laura Smith

The DCIEM Human Research Ethics Committee requires all research participants to sign a consent form. This form and all identifying personal information will be kept separate from your questionnaire data.

I, _____ (name), volunteer to complete the predeployment survey. I have read the accompanying information page, have had an opportunity to ask questions concerning the survey and have had my questions answered to my satisfaction.

I understand that the survey asks a variety of questions concerning my biographical details, questions concerning what I expect with respect to my upcoming deployment, and questions about my general attitudes about the military. I understand that other questions also ask me to describe myself, how I prefer to make decisions and how I see the world in general. I understand that the survey takes approximately 40-60 minutes to complete.

I UNDERSTAND THAT MY DATA WILL BE STORED AT DCIEM IN TORONTO AND THAT MY ANSWERS WILL BE TREATED AS CONFIDENTIAL ('PROTECTED B' IAW CF SECURITY REQUIREMENTS). THUS, MY DATA WILL NOT BE REVEALED TO ANYONE OTHER THAN AUTHORIZED STUDY INVESTIGATORS WITHOUT MY CONSENT EXCEPT AS PART OF GROUP RESULTS. I UNDERSTAND THAT INFORMATION THAT MAY BE USED TO IDENTIFY ME SPECIFICALLY (E.G., MY NAME AND SERVICE NUMBER) WILL NOT APPEAR WITH MY DATA.

I understand that as a result of completing this survey I may experience minor eyestrain and boredom. I consider these acceptable.

I understand that I may withdraw from the study at any time without prejudice, and that I may skip any questions that I would prefer not to answer.

Name: _____

Signature: _____

Date: _____

Witness' Name: _____

Witness' Signature: _____

Date: _____

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SECTION 1: BIOGRAPHICAL INFORMATION

For office use only

I.D. ☐☐☐☐

Shade circles like this: ●

Not like this: ⊗

1. What is your present rank? O **Pte/AB** O **2Lt/ASLt**
   O **Cpl/LS** O **Lt/SLt**
   O **MCpl/MS** O **Capt/Lt(N)**
   O **Sgt/PO2** O **Maj/LCdr**
   O **WO/PO1** O **LCol/Cdr**
   O **MWO/CPO2** O **Col/Capt(N)**
   O **CWO/CPO1**

2. How old are you? ☐☐
3. What is your gender? O Male O Female

4. What is your current marital status? O Single O Married / Common Law O Separated O Divorced O Widowed

5. Do you have children? O No (If no, please go to question 8)
   O Yes

6. How many children do you have, and what are their ages?

No. of Children	Age of 1st child	Age of 2nd child	Age of 3rd child	Age of 4th child
☐☐	☐☐	☐☐	☐☐	☐☐

7. Do your children live with you? O Yes O No

8. Are you a Regular or Reserve member? O Regular O Reserve

9. What is your elemental command? O Navy O Army O Air

10. What is your occupation? ☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐

11. How many years of service time do you have? (Please round to closest year)? ☐☐

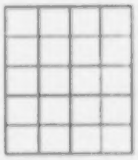
12. What is your highest level of education completed? (please select only one)

    O Less than high school diploma
    O High school diploma
    O Trade/apprenticeship program
    O College/CEGEP diploma
    O Undergraduate degree
    O Graduate degree

13. Do you have previous peacekeeping experience? O No (If no, please go to question 15)
O Yes, how many ☐☐ missions?

Location

Year



14. How long (in months) has it been since your last peacekeeping deployment? ☐☐

15. How many weeks prior to your anticipated deployment date did you receive official notice of your tasking? (round to the nearest week) ☐☐

16. Will you be returning to the same job after your peacekeeping mission? O No O Yes O Unsure

If no or unsure, please explain: _____

_____

17. To which peace support mission area will you be deploying?

☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐

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SECTION 2: PEACE SUPPORT OPERATIONS AND MILITARY INFORMATION

Please indicate how important each of the following items is to you in terms of your upcoming deployment:

	Not at all Important	Slightly Important	Somewhat Important	Extremely Important
a. A unique work/career experience.	O 1	O 2	O 3	O 4
b. Money/financial benefits.	O 1	O 2	O 3	O 4
c. Humanitarian rewards; an opportunity to help others.	O 1	O 2	O 3	O 4
d. Personal goals. (e.g., travel, develop as a person, always wanted to do a tour, excitement).	O 1	O 2	O 3	O 4
e. Comradeship/friendship with other Canadian peacekeepers.	O 1	O 2	O 3	O 4
f. Cultural contact/experience (includes country deployed to and contact with people from other peacekeeping countries).	O 1	O 2	O 3	O 4
g. Provides a change of pace or break away from my Canadian job.	O 1	O 2	O 3	O 4
h. Sense of duty	O 1	O 2	O 3	O 4
i. I was expected to go; it was my turn to go.	O 1	O 2	O 3	O 4
j. Negative career implications/repercussions if tour was refused.	O 1	O 2	O 3	O 4
k. I believe the work is important.	O 1	O 2	O 3	O 4
l. I feel a sense of moral obligation.	O 1	O 2	O 3	O 4
m. Personal meaning to me of the role of peacekeeper.	O 1	O 2	O 3	O 4

	Not at all	Somewhat	a great deal	Completely	
n. To what extent were you able to time or plan your mission to reduce its impact on your spouse?	O 1	O 2	O 3	O 4	O N/A
o. To what extent were you able to time or plan your mission to reduce its impact on your child/children?	O 1	O 2	O 3	O 4	O N/A
p. To what extent were you able to time or plan your mission to reduce its impact on your unit/co-workers?	O 1	O 2	O 3	O 4	O N/A
q. Overall, to what extent were you able to time or plan your mission to meet your own personal needs?	O 1	O 2	O 3	O 4	O N/A
r. To what extent did you have a choice in taking or					

accepting this particular tasking?

To what extent do you agree or disagree with the following?

O No choice at all O A little choice O Quite a bit of choice O Choice was completely mine

	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
a. I am successfully able to prepare for my tasking in terms of making arrangements, completing the necessary forms, and getting the information I need.	O 1	O 2	O 3	O 4	O 5
b. I am successfully preparing my family for my departure	O 1	O 2	O 3	O 4	O 5
c. I am successfully completing the work and making the arrangements necessary for leaving my unit.	O 1	O 2	O 3	O 4	O 5
d. I am successfully meeting my own personal needs to prepare for the deployment.	O 1	O 2	O 3	O 4	O 5

When on deployment, to what extent do you believe that you will be able to successfully:

	Not at all successfully		Somewhat successfully		Very successfully
a. Cope with the day-to-day issues and problems created by your job?	O 1	O 2	O 3	O4	O5
b. Get along with your co-workers?	O 1	O 2	O 3	O4	O5
c. Get along with your commanding officer?	O 1	O 2	O 3	O4	O5
d. Cope with any threats to your personal safety?	O 1	O 2	O 3	O4	O5
e. Cope with other stresses (e.g., seeing other hurt, seeing widespread destruction)?	O 1	O 2	O 3	O4	O5
f. Cope with the environmental conditions (e.g., camp conditions, weather, etc.)?	O 1	O 2	O 3	O4	O5
g. Cope with any family problems that arise?	O 1	O 2	O 3	O4	O5

Currently, how concerned are you about the following:

	Not at all	A little	Somewhat	Extremely
a. Conditions of service (e.g., pay, allowances).	O 1	O 2	O 3	O 4
b. Administrative support.	O 1	O 2	O 3	O 4
c. Career issues (e.g., promotion, postings).	O 1	O 2	O 3	O 4
d. Training issues (e.g., relevance, repetition, amount).	O 1	O 2	O 3	O 4
e. Problems with superiors.	O 1	O 2	O 3	O 4
f. Your workload.	O 1	O 2	O 3	O 4
g. Boredom while at work.	O 1	O 2	O 3	O 4
h. Degree of control over your work taste.	O 1	O 2	O 3	O 4
i. Your ability to do your job.	O 1	O 2	O 3	O 4
j. The ability of others you rely on to do their job.	O 1	O 2	O 3	O 4
k. The quality of your personal military kit.	O 1	O 2	O 3	O 4
l. The feedback you receive about your work.	O 1	O 2	O 3	O 4
m. CF policies that impact on your work.	O 1	O 2	O 3	O 4
n. Lack of cohesion among your work colleagues.	O 1	O 2	O 3	O 4
o. Problems with or in your family.	O 1	O 2	O 3	O 4
p. Level of support shown by those outside the CF (e.g., Canadian public, government).	O 1	O 2	O 3	O 4

Thinking about your deployment, how concerned are you about the following:

	Not at all	A little	Somewhat	Extremely
a. What your work role will be while on deployment (e.g., no time for a handover, different job than in Canada).	O 1	O 2	O 3	O 4
b. Leadership concerns while on deployment (e.g., getting along with superiors).	O 1	O 2	O 3	O 4
c. Policies and regulations in your unit about leave.	O 1	O 2	O 3	O 4

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d. Policies and regulations in your unit about alcohol consumption.	O 1	O 2	O 3	O 4
e. Time spent away from your family due to service.	O 1	O 2	O 3	O 4

Thinking about your deployment, how concerned are you about the following:

	Not at all	A little	Somewhat	Extremely
f. The impact of deployment on your relationship with your family.	O 1	O 2	O 3	O 4
g. Lack of privacy while on deployment.	O 1	O 2	O 3	O 4
h. Mental or physical fatigue while on deployment.	O 1	O 2	O 3	O 4
i. Harsh environment conditions while on deployment.	O 1	O 2	O 3	O 4
j. Threat of serious injury or death while on deployment.	O 1	O 2	O 3	O 4
k. Double standards while on deployment (e.g., supply of equipment or rations, applying rules, receiving privileges).	O 1	O 2	O 3	O 4
l. Standard of living conditions on deployment (e.g., food, sleeping quarters).	O 1	O 2	O 3	O 4
m. Lack of recreation opportunities while on deployment.	O 1	O 2	O 3	O 4
n. Risk of contracting a serious disease while on deployment.	O 1	O 2	O 3	O 4

CF personal encounter a wide range of experiences during training and while on deployment. We are interested in hearing about specific experiences that you have had. Please indicate the number of times you have experienced any of these *tragic or life-threatening incidents*.

	Never	Once	2-3 times	4 or more times
a. Armed combat.	O 0	O 1	O 2	O 3
b. Being under direct fire (e.g. sniper).	O 0	O 1	O 2	O 3
c. Being under indirect fire (e.g. shelling).	O 0	O 1	O 2	O 3
d. You harming a person.	O 0	O 1	O 2	O 3
e. Seeing abusive violence.	O 0	O 1	O 2	O 3
f. Seeing a colleague die.	O 0	O 1	O 2	O 3
g. Seeing multiple deaths.	O 0	O 1	O 2	O 3

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h. Seeing a person die.	O 0	O 1	O 2	O 3
i. Handling bodies or body parts.	O 0	O 1	O 2	O 3
j. Seeing serious injuries occur or treated.	O 0	O 1	O 2	O 3

	Never	Once	2-3 times	4 or more times
k. Seeing widespread destruction.	O 0	O 1	O 2	O 3
l. Seeing widespread suffering.	O 0	O 1	O 2	O 3
m. Being threatened with death.	O 0	O 1	O 2	O 3
n. Being held hostage/captive.	O 0	O 1	O 2	O 3
o. Being physically assaulted.	O 0	O 1	O 2	O 3
p. Being sexually assaulted.	O 0	O 1	O 2	O 3
q. Being threatened with assault.	O 0	O 1	O 2	O 3
r. Being seriously injured.	O 0	O 1	O 2	O 3
s. Dangerous training conditions/incidents.	O 0	O 1	O 2	O 3
t. Dangerous traffic incidents/road conditions.	O 0	O 1	O 2	O 3
u. Assisting in a disaster (e g., flood, plane crash).	O 0	O 1	O 2	O 3
v. Other: (please specify)	O 0	O 1	O 2	O 3

Sometimes people can have mixed feelings about going on a Peace Support Operation. That is they feel both positive and negative about the mission. Other people may have fewer mixed feelings, if any. We are interested in your feelings about your PSO.

Take a moment and concentrate on only the positive aspects of your current deployment. .

12. Now, if you consider only the positive aspects and ignore any negative aspects, how positive do you feel about your current deployment?

O Not at all positive O Slightly positive O Moderately positive O Extremely positive

Take a moment and concentrate on only the negative aspects of your current deployment...

13. Now, if you consider only the negative aspects and ignore any positive aspects, how negative do you feel about your current deployment?

O Not at all positive O Slightly positive O Moderately positive O Extremely positive

14. Again, we are interested in any mixed feelings or thoughts that you may have about your deployment. Use the scale to indicate the extent to which you agree or disagree with each of the following:

	Strongly Disagree	Moderately Disagree	Disagree	Neither	Agree	Moderately Agree	Strongly Agree
a. I don't feel strongly positive or negative about my upcoming peacekeeping deployment.	-O 3	-O 2	-O 1	O 0	O 1	O 2	O 3
b. I don't feel torn about my upcoming peacekeeping deployment; my feelings are all consistent.	-O 3	-O 2	-O 1	O 0	O 1	O 2	O 3
c. I'm of two minds about my upcoming peacekeeping deployment; some aspects lead me to think that it is a good thing, and other aspects lead me to thin that it is a bad thing.	-O 3	-O 2	-O 1	O 0	O 1	O 2	O 3
d. I have strong mixed emotions both for and against against my upcoming peacekeeping deployment, all at the same time.	-O 3	-O 2	-O 1	O 0	O 1	O 2	O 3
e. My gut feeling about my upcoming peacekeeping deployment lines up perfectly with what my mind	-O 3	-O 2	-O 1	O 0	O 1	O 2	O 3

tells me.

f. My head and my heart are in disagreement about my upcoming peacekeeping deployment. -O 3 -O 2 -O 1 O 0 O 1 O 2 O 3

We are interested in whether or not you have discussed the details of your upcoming deployment with others. Please follow the instructions and arrows below in order to complete the table.

Have you discussed the details of your deployment with:	SUPPORT SOUGHT? If you answer yes, proceed right and answer level and importance questions, then continue to the next support source	LEVEL OF SUPPORT RECEIVED 1- Very Unsupportive 2- Mostly Unsupportive 3- Mostly Supportive 4- Very Supportive	IMPORTANCE OF THAT SUPPORT 1- Very Unimportant 2- Somewhat Unimportant 3- Somewhat Important 4- Very Important
Your Mother	O N/A O no O yes ⇒ ⇓	O 1 O 2 O 3 O 4 ⇒	O 1 O 2 O 3 O 4
Your Father	O N/A O no O yes ⇒ ⇓	O 1 O 2 O 3 O 4 ⇒	O 1 O 2 O 3 O 4
Your Spouse/Partner	O N/A O no O yes ⇒ ⇓	O 1 O 2 O 3 O 4 ⇒	O 1 O 2 O 3 O 4
Your Brother/Sisters	O N/A O no O yes ⇒ ⇓	O 1 O 2 O 3 O 4 ⇒	O 1 O 2 O 3 O 4
Your Children	O N/A O no O yes ⇒ ⇓	O 1 O 2 O 3 O 4 ⇒	O 1 O 2 O 3 O 4
Other Family Members	O N/A O no O yes ⇒ ⇓	O 1 O 2 O 3 O 4 ⇒	O 1 O 2 O 3 O 4
Your Closest Friends	O N/A O no O yes ⇒ ⇓	O 1 O 2 O 3 O 4 ⇒	O 1 O 2 O 3 O 4
Work Colleagues deploying with you	O N/A O no O yes ⇒ ⇓	O 1 O 2 O 3 O 4 ⇒	O 1 O 2 O 3 O 4
Work Colleagues not deploying with you	O N/A O no O yes ⇒ ⇓	O 1 O 2 O 3 O 4 ⇒	O 1 O 2 O 3 O 4
Family Resource Centre	O N/A O no O yes ⇒ ⇓	O 1 O 2 O 3 O 4 ⇒	O 1 O 2 O 3 O 4
Other 1 (please specify): ☐☐☐☐☐☐☐☐☐☐	O N/A O no O yes ⇒ ⇓	O 1 O 2 O 3 O 4 ⇒	O 1 O 2 O 3 O 4
Other 2 (please specify): ☐☐☐☐☐☐☐☐☐☐	O N/A O no O yes ⇒ ⇓	O 1 O 2 O 3 O 4 ⇒	O 1 O 2 O 3 O 4

We are interested in your attitude about the military and about being a peacekeeper. Please indicate the extent to which you agree or disagree with each of the statements listed below.

	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
a. I would be very happy to spend the rest of my career in the Canadian Forces.	O 1	O 2	O 3	O 4	O 5
b. I would be happy to continue accepting peacekeeping tours for the duration of my military career.	O 1	O 2	O 3	O 4	O 5
c. It would be very hard for me to leave the military right now, even if I wanted to.	O 1	O 2	O 3	O 4	O 5
d. I really feel as if the Canadian Forces' problems are my own.	O 1	O 2	O 3	O 4	O 5
e. Too much in my life would be disrupted if I decided that I wanted to leave the military right now.	O 1	O 2	O 3	O 4	O 5
f. One of the major reasons I am going on a peacekeeping mission is that I believe the work is important.	O 1	O 2	O 3	O 4	O 5
g. One of the major reasons I am going on a peacekeeping mission is that I believe the work is important.	O 1	O 2	O 3	O 4	O 5
h. Right now, staying in the military is a matter of necessity as much as desire.	O 1	O 2	O 3	O 4	O 5
i. If I got an offer for a better job elsewhere I would not feel that it was right to leave the military.	O 1	O 2	O 3	O 4	O 5
j. If eel that I have too few options to consider leaving the military.	O 1	O 2	O 3	O 4	O 5
k. I was taught to believe in the value of remaining loyal to the military.	O 1	O 2	O 3	O 4	O 5
l. The Canadian Forces has a great deal of meaning to me.	O 1	O 2	O 3	O 4	O 5
m. The role of peacekeeper has a great deal of meaning to me.	O 1	O 2	O 3	O 4	O 5
n. I do not feel a strong sense of belonging to the Canadian Forces.	O 1	O 2	O 3	O 4	O 5
o. I do not think that spending my entire career in the military is sensible anymore.	O 1	O 2	O 3	O 4	O 5
p. Despite the discomforts (e.g., uncomfortable living conditions, being away from home), I intend to volunteer for future	O 1	O 2	O 3	O 4	O 5

peacekeeping tours.

q. The CF values my contribution to its performance.	O 1	O 2	O 3	O 4	O 5
r. If the CF could hire someone to replace me at a lower salary it would do so.	O 1	O 2	O 3	O 4	O 5

Please continue to indicate the extent to which you agree or disagree with each of the statements listed below:

	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
s. The CF fails to appreciate any extra effort from me.	O 1	O 2	O 3	O 4	O 5
t. The CF strongly considers my goals and values.	O 1	O 2	O 3	O 4	O 5
u. The CF would ignore any complaint from me.	O 1	O 2	O 3	O 4	O 5
v. The CF disregards my best interests when it makes decisions that affect me.	O 1	O 2	O 3	O 4	O 5
w. Help is available from within the CF when I have a problem.	O 1	O 2	O 3	O 4	O 5
x. The CF really cares about my well-being.	O 1	O 2	O 3	O 4	O 5
y. Even if I did the best possible job, the CF would fail to notice.	O 1	O 2	O 3	O 4	O 5
z. The CF is willing to help when I need a special favour.	O 1	O 2	O 3	O 4	O 5
aa. The CF cares about my general work satisfaction.	O 1	O 2	O 3	O 4	O 5
bb. If given the opportunity the CF would take advantage of me.	O 1	O 2	O 3	O 4	O 5
cc. The CF shows very little concern for me.	O 1	O 2	O 3	O 4	O 5
dd. The CF cares about my opinions.	O 1	O 2	O 3	O 4	O 5
ee. The CF takes pride in my accomplishments at work.	O 1	O 2	O 3	O 4	O 5
ff. Peacekeeping missions take the "fighting edge" away from soldiers.	O 1	O 2	O 3	O 4	O 5
gg. The CF tries to make my job as interesting as possible.	O 1	O 2	O 3	O 4	O 5
hh. In order to succeed in the CF people have to put their personal/ family life second.	O 1	O 2	O 3	O 4	O 5
ii. The CF gives out a message that people should not allow their personal/family responsibilities to interfere with work.	O 1	O 2	O 3	O 4	O 5
jj. Augmentees get less military support than other CF personnel going on a deployment (e.g., battle groups).	O 1	O 2	O 3	O 4	O 5
kk. Augmentees attached to units on a peacekeeping tours do not	O 1	O 2	O 3	O 4	O 5

receive as complete training or preparation for their mission as other CF personnel.

ll. The CF are among the best-trained and most professional forces in the world.	O 1	O 2	O 3	O 4	O 5

Please continue to indicate the extent to which you agree or disagree with each of the statements listed below:

	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
mm. The CF are among the best-equipped forces in the world.	O 1	O 2	O 3	O 4	O 5
nn. Many CF personnel are having to go on multiple peacekeeping missions because other military personnel are not taking their turn.	O 1	O 2	O 3	O 4	O 5
oo. The CF generally sends its best trained and /or most qualified individuals on peacekeeping missions.	O 1	O 2	O 3	O 4	O 5
pp. Many CF personnel would like to deploy on a peacekeeping mission, but have not been given the opportunity.	O 1	O 2	O 3	O 4	O 5
qq. Commanding officers generally do not want to send their best personnel on peacekeeping missions.	O 1	O 2	O 3	O 4	O 5
rr. The rules of engagement on a peacekeeping mission are too unclear.	O 1	O 2	O 3	O 4	O 5

SECTION 3: GENERAL BACKGROUNDS INFOMATION

Thank you for all the help you have provided so far. In this final section of the questionnaire we are interested in how you make decisions, how you describe yourself, and how you see the world in general. These questions are about YOUR personal thoughts and feelings.

Please indicate your level of agreement with these statements:

	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
a. I have little control over the things that happen to me.	O 1	O 2	O 3	O 4	O 5
b. There is really no way I can solve some of the problems I have.	O 1	O 2	O 3	O 4	O 5
c. There is little I can do to change many of the important things in my life.	O 1	O 2	O 3	O 4	O 5
d. I often feel helpless in dealing with the problems of life.	O 1	O 2	O 3	O 4	O 5

e. Sometimes I feel that I am being pushed around in life.	O 1	O 2	O 3	O 4	O 5
f. What happens to me in the future mostly depends on me	O 1	O 2	O 3	O 4	O 5
g. I can do just about anything I really set my mind to do.	O 1	O 2	O 3	O 4	O 5

Here are a number of characteristics that may or may not apply to you. Please indicate your level of agreement with each statement.

I SEE MYSELF AS SOMEONE WHO...

	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
a. Is talkative.	O 1	O 2	O 3	O 4	O 5
b. Tends to find fault with others.	O 1	O 2	O 3	O 4	O 5
c. Does a thorough job.	O 1	O 2	O 3	O 4	O 5
d. Is depressed, blue.	O 1	O 2	O 3	O 4	O 5
e. Is original, comes up with new ideas.	O 1	O 2	O 3	O 4	O 5
f. Is reserved.	O 1	O 2	O 3	O 4	O 5
g. Is helpful and unselfish with others.	O 1	O 2	O 3	O 4	O 5
h. Can be somewhat careless.	O 1	O 2	O 3	O 4	O 5
i. Is relaxed, handles stress well.	O 1	O 2	O 3	O 4	O 5
j. Is curious about many different things.	O 1	O 2	O 3	O 4	O 5
l. Starts quarrels with others.	O 1	O 2	O 3	O 4	O 5

Please continue to indicate your level of agreement with these statements:

I SEE MYSELF AS SOMEONE WHO...

	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
m. Is a reliable worker.	O 1	O 2	O 3	O 4	O 5
n. Can be tense.	O 1	O 2	O 3	O 4	O 5
o. Is ingenious, a deep thinker.	O 1	O 2	O 3	O 4	O 5
p. Generates a lot of enthusiasm.	O 1	O 2	O 3	O 4	O 5
q. Has a forgiving nature.	O 1	O 2	O 3	O 4	O 5

r. Tends to be disorganized.	O 1	O 2	O 3	O 4	O 5
s. Worries a lot.	O 1	O 2	O 3	O 4	O 5
t. Tends to be quiet.	O 1	O 2	O 3	O 4	O 5

Please continue to indicate you level of agreement with these statements:

I SEE MYSELF AS SOMEONE WHO…

	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
u. Is generally trusting.	O 1	O 2	O 3	O 4	O 5
v. Tends to be lazy.	O 1	O 2	O 3	O 4	O 5
w. Is emotionally stable.	O 1	O 2	O 3	O 4	O 5
x. Is inventive.	O 1	O 2	O 3	O 4	O 5
y. Has an assertive personality.	O 1	O 2	O 3	O 4	O 5
z. Can be cold and aloof.	O 1	O 2	O 3	O 4	O 5
aa. Perseveres until the task is finished.	O 1	O 2	O 3	O 4	O 5
bb. Can be moody.	O 1	O 2	O 3	O 4	O 5
cc. Is sometimes shy, inhibited.	O 1	O 2	O 3	O 4	O 5
dd. Is considerate and kind to almost everyone.	O 1	O 2	O 3	O 4	O 5
ee. Does some things efficiently	O 1	O 2	O 3	O 4	O 5
ff. Remains calm in tense situations.	O 1	O 2	O 3	O 4	O 5
gg. Prefers work that is routine.	O 1	O 2	O 3	O 4	O 5
hh. Is outgoing, sociable.	O 1	O 2	O 3	O 4	O 5
ii. Is sometimes rude to others.	O 1	O 2	O 3	O 4	O 5
jj. Makes plans and follows through with them.	O 1	O 2	O 3	O 4	O 5
kk. Gets nervous easily.	O 1	O 2	O 3	O 4	O 5
ll. Likes to reflect, play with ideas.	O 1	O 2	O 3	O 4	O 5
mm. Likes to cooperate with others.	O 1	O 2	O 3	O 4	O 5
nn. Is easily distracted.	O 1	O 2	O 3	O 4	O 5
oo. Is open to new experiences.	O 1	O 2	O 3	O 4	O 5

pp. Has a good sense of humour.	O 1	O 2	O 3	O 4	O 5
qq. Can take a joke.	O 1	O 2	O 3	O 4	O 5
rr. Has many friends.	O 1	O 2	O 3	O 4	O 5

Please continue to indicate you level of agreement with these statements:

I SEE MYSELF AS SOMEONE WHO...

	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
ss. Takes risks.	O 1	O 2	O 3	O 4	O 5
tt. Is humorous.	O 1	O 2	O 3	O 4	O 5
uu. Is adventurous.	O 1	O 2	O 3	O 4	O 5
vv. Laughs a lot.	O 1	O 2	O 3	O 4	O 5
ww. Can find the humour in things.	O 1	O 2	O 3	O 4	O 5
xx. Can be reckless.	O 1	O 2	O 3	O 4	O 5
yy. Is cautious about most things.	O 1	O 2	O 3	O 4	O

Please indicate you level of agreement with these statements:

	Strongly Disagree	Moderately Disagree	Slightly Disagree	Slightly Agree	Moderately Agree	Strongly Agree
a. It upsets me to go into a situation without knowing what I can expect from it.	O 1	O 2	O 3	O 4	O 5	O 6
b. I am bothered by things that disrupt my daily routine.	O 1	O 2	O 3	O 4	O 5	O 6
c. I enjoy having a clear and structured mode of life.	O 1	O 2	O 3	O 4	O 5	O 6
d. I like a place for everything and everything in its place.	O 1	O 2	O 3	O 4	O 5	O 6
e. I like being spontaneous.	O 1	O 2	O 3	O 4	O 5	O 6
f. I find that a well ordered life with regular hours makes my life boring.	O 1	O 2	O 3	O 4	O 5	O 6
g. I dislike situations that are uncertain.	O 1	O 2	O 3	O 4	O 5	O 6
h. I dislike changing my plans at the last minute.	O 1	O 2	O 3	O 4	O 5	O 6
i. I dislike being with people who are unpredictable.	O 1	O 2	O 3	O 4	O 5	O 6
j. I find that a consistent routine enable me to enjoy life more.	O 1	O 2	O 3	O 4	O 5	O 6

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k. I enjoy the exhilaration of being put in unpredictable situations.	O 1	O 2	O 3	O 4	O 5	O 6
l. I become uncomfortable when the rules in a situation are not clear.	O 1	O 2	O 3	O 4	O 5	O 6

Please indicate your level of agreement with these statements:

	Strongly Disagree	Moderately Disagree	Slightly Disagree	Slightly Agree	Moderately Agree	Strongly Agree
a. I would prefer complex problems to simple ones.	O 1	O 2	O 3	O 4	O 5	O 6
b. I like to have the responsibility of handling a situation that requires a lot of thinking.	O 1	O 2	O 3	O 4	O 5	O 6
c. Making important decisions is not my idea of fun.	O 1	O 2	O 3	O 4	O 5	O 6
d. I would rather do something that requires little thought than something that is sure to challenge my intellectual abilities.	O 1	O 2	O 3	O 4	O 5	O 6
e. I try to anticipate and avoid situations where there is the chance that I will have to think in depth about something.	O 1	O 2	O 3	O 4	O 5	O 6

Please indicate your level of agreement with these statements:

	Strongly Disagree	Moderately Disagree	Slightly Disagree	Slightly Agree	Moderately Agree	Strongly Agree
f. I find satisfaction in thinking hard and for long hours.	O 1	O 2	O 3	O 4	O 5	O 6
g. I only think as hard as I have to.	O 1	O 2	O 3	O 4	O 5	O 6
h. I would rather think about small, daily projects than long term ones.	O 1	O 2	O 3	O 4	O 5	O 6
i. I like tasks that require little thought once I've learned them.	O 1	O 2	O 3	O 4	O 5	O 6
j. The idea of relying on my intellect to succeed in my appeals to me.	O 1	O 2	O 3	O 4	O 5	O 6
k. I really enjoy a task that involves coming up with new solutions to problems	O 1	O 2	O 3	O 4	O 5	O 6
l. Learning new ways of thinking doesn't excite me very much	O 1	O 2	O 3	O 4	O 5	O 6

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m. I prefer my life to e filled with puzzles that I must solve.	O 1	O 2	O 3	O 4	O 5	O 6
n. The notion of thinking abstractly is appealing to me.	O 1	O 2	O 3	O 4	O 5	O 6

	Strongly Disagree	Moderately Disagree	Slightly Disagree	Slightly Agree	Moderately Agree	Strongly Agree
o. I would prefer a task that is intellectual, difficult, and important to one that is somewhat important but does not require much thought.	O 1	O 2	O 3	O 4	O 5	O 6
p. It's enough for me that something gets the job done; I don't care how or why it works.	O 1	O 2	O 3	O 4	O 5	O 6
q. I usually end up thinking about issues even when they do not affect me personally.	O 1	O 2	O 3	O 4	O 5	O 6

Please indicate your level of agreement with each of the following statements:

	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
a. In uncertain times, I usually expect the best.	O 1	O 2	O 3	O 4	O 5
b. If something can go wrong for me, it will.	O 1	O 2	O 3	O 4	O 5
c. I'm always optimistic about my future.	O 1	O 2	O 3	O 4	O 5
d. I hardly ever expect things to go my way.	O 1	O 2	O 3	O 4	O 5
e. I don't get upset easily.	O 1	O 2	O 3	O 4	O 5
f. I rarely count on good things happening to me.	O 1	O 2	O 3	O 4	O 5
g. Overall, I expect more good things to happen me than bad.	O 1	O 2	O 3	O 4	O 5

Below are statements about life that people often feel differently about. Please indicate how much you think each one is true by using the following response scale.

	Not at all true	A little true	Quite true	Completely true
a. Most of my life gets spent doing thing that are worthwhile.	O 1	O 2	O 3	O 4
b. Planning ahead can help avoid most future problems.	O 1	O 2	O 3	O 4

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c. I don't like to make changes in my everyday schedule.	O 1	O 2	O 3	O 4
d. Changes in routine are interesting to me.	O 1	O 2	O 3	O 4
e. By working hard, you can always achieve your goals.	O 1	O 2	O 3	O 4

	Not at all true	A little true	Quite true	Completely true
f. I really look forward to my work.	O 1	O 2	O 3	O 4
g. If I am working on a difficult task I know when to seek help.	O 1	O 2	O 3	O 4
h. Trying your best at work really pays off in the end.	O 1	O 2	O 3	O 4
i. I know that I can overcome whatever difficulties I am faced with.	O 1	O 2	O 3	O 4
j. Most days I enjoy the challenges that life puts my way.	O 1	O 2	O 3	O 4
k. When I make plans I'm certain I can make them work.	O 1	O 2	O 3	O 4

Please indicate the extent to which you agree or disagree with each of the following statements:

	Strongly Disagree	Moderately Disagree	Slightly Disagree	Slightly Agree	Moderately Agree	Strongly Agree
a. Good deeds often go unnoticed and unrewarded.	O 1	O 2	O 3	O 4	O 5	O 6
b. People who appear to get "lucky breaks" have usually earned their good fortune.	O 1	O 2	O 3	O 4	O 5	O 6
c. I can contribute to making the world more fair.	O 1	O 2	O 3	O 4	O 5	O 6
d. People who meet with misfortune often have brought it on themselves.	O 1	O 2	O 3	O 4	O 5	O 6
e. Basically the world is a fair place.	O 1	O 2	O 3	O 4	O 5	O 6
f. In general, people deserve what they get.	O 1	O 2	O 3	O 4	O 5	O 6
g. Many people suffer through absolutely no fault of their own.	O 1	O 2	O 3	O 4	O 5	O 6
h. I can help make the world a better place.	O 1	O 2	O 3	O 4	O 5	O 6
i. I hope for a world that is generally fair.	O 1	O 2	O 3	O 4	O 5	O 6

Here is a list of health troubles or complaints people sometimes have. Using the given scale, please indicate how often you have experienced each of these over the last two months.

	Never	Once	Often	Very Often
a. Common cold or flu	O 1	O 2	O 3	O 4
b. Dizziness or faintness	O 1	O 2	O 3	O 4
c. General aches and pains	O 1	O 2	O 3	O 4
d. Sweating hands, feeling wet and clammy	O 1	O 2	O 3	O 4
e. Headaches	O 1	O 2	O 3	O 4
f. Muscle twitching or trembling	O 1	O 2	O 3	O 4
g. Nervousness or tenseness	O 1	O 2	O 3	O 4
h. Rapid heartbeat (when not exercising)	O 1	O 2	O 3	O 4
i. Shortness of breath (when not exercising)	O 1	O 2	O 3	O 4
j. Skin rashes or itching	O 1	O 2	O 3	O 4

Please continue to indicate how often you have experienced each of these over the last two months.

	Never	Once	Often	Very Often
k. Upset stomach	O 1	O 2	O 3	O 4
l. Trouble sleeping	O 1	O 2	O 3	O 4
m. Feeling down or blue or depressed	O 1	O 2	O 3	O 4
n. Difficulty concentrating	O 1	O 2	O 3	O 4
o. Crying	O 1	O 2	O 3	O 4
p. Changes in appetite	O 1	O 2	O 3	O 4
q. Unintended changes in weight	O 1	O 2	O 3	O 4
r. Taking medication to sleep or calm down	O 1	O 2	O 3	O 4

s. Overly tired/lack of energy	O 1	O 2	O 3	O 4
t. Loss of interest in previously enjoyed things such as t.v., news and friends	O 1	O 2	O 3	O 4
u. Feeling life is pointless	O 1	O 2	O 3	O 4

Please continue to indicate how often you have experienced each of these over the last two months.

	Never	Once	Often	Very Often
v. Feeling bored	O 1	O 2	O 3	O 4
w. Minor accidents	O 1	O 2	O 3	O 4
x. Beginning, increasing or resuming smoking	O 1	O 2	O 3	O 4
y. Thoughts of ending your life	O 1	O 2	O 3	O 4
z. Wanting to be alone	O 1	O 2	O 3	O 4
aa. Mental confusion	O 1	O 2	O 3	O 4
bb. Being jumpy / easily startled	O 1	O 2	O 3	O 4
cc. Being cranky / easily annoyed	O 1	O 2	O 3	O 4
dd. Bad dreams / nightmares	O 1	O 2	O 3	O 4
ee. Difficulty relating to others	O 1	O 2	O 3	O 4
ff. Loss of self-confidence	O 1	O 2	O 3	O 4
gg. Difficulty making decisions	O 1	O 2	O 3	O 4
hh. Feeling anxious or worried	O 1	O 2	O 3	O 4
ii. Pains in the heart or chest	O 1	O 2	O 3	O 4
jj. Feeling trapped or confined	O 1	O 2	O 3	O 4
kk. Increased or unusual arguments with loved ones	O 1	O 2	O 3	O 4

Thank you very much for taking the time to complete this questionnaire.

In order to have the best quality of information possible, we need people like you who would be willing to complete a similar questionnaire while on deployment. This information will allow us to learn about your ongoing experiences while deployed and will help us to document the impact of peace support operations on CF personnel. We hope that you will help us by participating. If you are willing to participate, please fill out as much of the information on the contact information card as you know at this point in time. Note that indicating your name does not commit you to completing future surveys, only that you are willing to be contacted for future surveys. You are, of course, free to decline to participate at any point in time.

We are interested in any further comments you may wish to make about your peacekeeping experiences. Please feel free to use the space below for your comments.

To return this survey:

1) **Please make sure to sign and date your consent form.**
2) **Seal your completed survey and your contact information card in the envelope, and**
3) **Return the survey to the DCIEM representative.**

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4 AUTHORS

Megan M. Thompson, Laura S. Smith

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14 ABSTRACT

(U) The present report summarizes psychometric analyses from a sample of 375 Canadian Forces personnel who were undergoing predeployment training for peace support missions. In order to establish the psychometric quality of the scales, reliability analyses, and in selected cases factor analyses, were conducted on the 25 scales of the Peace Support Operations Predeployment Survey. Only three of the 25 scales, the General Attitudes, Risk-Taking, and Belief in a Just World scales continue to require substantial modification. Results from these analyses were used to establish the dimensionality and the internal consistency of the scales and to provide a basis for recommendations for item reduction of selected scales.
Overall, the Predeployment Survey proved to be a reliable and useful measure for tapping issues relevant to Canadian Forces personnel. Future research with this data set will assist in answering important questions concerning the impact of individual differences on the experience of predeployment stress, as well as the use and efficacy of coping strategies during the predeployment phase of a mission. In addition, this data set represents the first phase of a longitudinal study. Thus, the psychometric results will aid in streamlining and refining future questionnaires to be used in this research initiative as well as answer questions concerning how predeployment stress and adaptation affects longer-term stress outcomes across the deployment cycle.

(U) Le présent rapport résume les analyses psychométriques et les différences préliminaires observées entre les groupes à partir d'un échantillon de 375 membres du personnel des Forces canadiennes qui recevaient une formation préalable au déploiement pour des missions de soutien de la paix. Afin d'établir la qualité psychométrique des échelles de mesure, des analyses de fiabilité et dans certains cas des analyses des facteurs ont été menées sur les 25 échelles de mesures de l'enquête de pré-déploiement aux opérations de la paix. Trois seulement des 25 échelles de mesure, soit attitudes générales, prise de risques et croyance, qui comptaient parmi les échelles de mesure du monde juste, avaient besoin d'être modifiées de façon substantielle. Les résultats obtenus de ces analyses ont été utilisés pour établir la dimensionnalité et l'uniformité des échelles et servir de base aux recommandations visant la réduction des éléments de certaines échelles de mesure.

En général, le sondage pré-déploiement s'est avéré être un outil de mesure fiable et utile pour examiner des questions qui touchent le personnel des Forces canadiennes. Des recherches à venir utiliseront cet ensemble de données et contribueront à trouver des réponses à des questions importantes au sujet des répercussions des différences entre les individus sur le stress ressenti avant le déploiement, de même que sur l'utilisation et l'efficacité de stratégies d'adaptation durant la phase de pré-déploiement d'une mission. De plus, cet ensemble de données constitue la première phase d'une étude longitudinale. Les résultats des analyses psychométriques aideront ainsi à simplifier et à mettre au point les questionnaires à venir qui seront utilisés pour cette recherche de même qu'à répondre aux questions qui touchent la façon dont le stress et l'adaptation avant le déploiement affectent les résultats du stress à long terme au cours du cycle de déploiement.

15. KEYWORDS, DESCRIPTORS or IDENTIFIERS

(U) peace support;predeployment survey; Canadian forces; predeployment training